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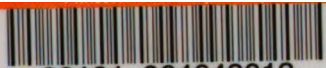
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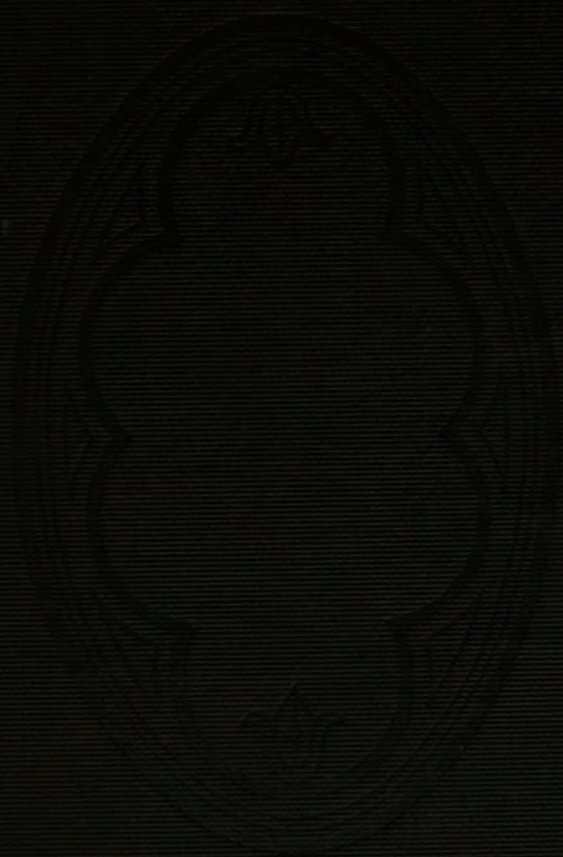
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The Commonwealth of Massachusetts

FORTY-EIGHTH ANNUAL REPORT

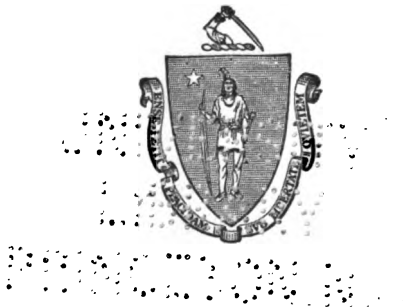
ON THE

STATISTICS OF LABOR

FOR THE YEAR

1917

By ^{Massachusetts.}
THE DIRECTOR OF THE BUREAU OF STATISTICS



BOSTON
WRIGHT & POTTER PRINTING CO.
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April 1917

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STATISTICS OF LABOR—1917.

PREFATORY NOTE.

The matter presented in this volume constitutes the Forty-eighth Annual Report on the Statistics of Labor for Massachusetts, and consists of four parts which have been issued by this Bureau as Labor Bulletins Nos. 119 to 122, respectively. Beginning with the year 1913, all of the publications of the Labor Division of the Bureau have been styled "Labor Bulletins," and a certain number of copies have been set aside for binding and publication at the end of the year under the title of the "Annual Report on the Statistics of Labor." The subject matter of the several parts, or bulletins, issued in 1917 may be briefly described as follows:

PART I. SIXTEENTH ANNUAL DIRECTORY OF LABOR ORGANIZATIONS IN MASSACHUSETTS, 1917. (Labor Bulletin No. 119.) This directory contains the name, location, place of meeting, and the name and address of the secretary and of the business agent of each labor organization having its headquarters in Massachusetts, together with a list of all of the national and international organizations having one or more affiliated local unions in the United States, and the names and addresses of their respective secretaries, in so far as these data could be ascertained.

PART II. SEVENTH ANNUAL REPORT ON UNION SCALE OF WAGES AND HOURS OF LABOR IN MASSACHUSETTS, 1916. (Labor Bulletin No. 120.) The information presented in this report was obtained principally from local trade unions in the Commonwealth whose members were known to be working under a time-rate system. The authority for the data presented in this report was derived in most cases from information furnished by organizations of employees. Exceptions, however, appear in the case of employees in the steam and electric railway service and in telephone, telegraph, and federal service, regarding whom the necessary information was obtained from wage scales furnished for the most part by the employers. To some extent information was also obtained from employers in order to supplement or confirm the data obtained from trade union officials. Except where otherwise specifically mentioned, the data were as of the date, October 1, 1916.

PART III. COLLECTIVE AGREEMENTS BETWEEN EMPLOYERS AND LABOR ORGANIZATIONS IN MASSACHUSETTS, 1916. (Labor Bulletin No. 121.) In the preparation of this report an endeavor was made to bring up to date the subject matter of a similar report (issued as Part III of the Forty-second Annual Report on the Statistics of Labor), and to indicate, in so far as this could be done by statistical comparisons, the extent of the growth, since 1911, of the practice of adjusting industrial relations between employers and employees through the instrumentality of joint agreements. A considerable portion of the report consists of the text in full or selected portions of the text of 63 agreements which were illustrative of representative forms of agreements in the various trades and industries of the Commonwealth. A tabular analysis showing the principal subjects dealt with in each of the 764 written agreements found to be in effect in the State is another important feature of the report.

PART IV. LABOR LEGISLATION IN MASSACHUSETTS, 1915, 1916, and 1917. (Labor Bulletin No. 122.) This part of the report is a compilation of the text of the laws relative to labor, broadly defined, enacted by the Legislature of Massachusetts during the sessions of 1915, 1916, and 1917, and is intended to serve as a supplement to the "Handbook of Labor Laws in Massachusetts" (issued as Part I of the Annual Report on the Statistics of Labor, 1915, and also separately as Labor Bulletin No. 104) which contained the labor laws in effect in the Commonwealth at the close of the legislative session of 1914. Because of the large demand for Labor Bulletins Nos. 110 and 116, containing the labor legislation of 1915 and 1916, respectively, the edition of these bulletins became so nearly exhausted that it was deemed advisable to reprint in this part of the report the text of the labor laws passed in 1915 and 1916. Furthermore, the publication of all of the labor laws enacted since 1914 in a single supplement to the "Handbook" enables the reader to locate the provisions of law relative to labor, now in effect, more readily than would be possible were it necessary to consult three separate supplements in conjunction with the "Handbook." Certain other matter having a direct bearing upon the labor legislation of 1917 is also included in this part of the report.

A considerable portion of the work of the Labor Division during the year 1917 has consisted in the answering of inquiries, more particularly with reference to prevailing rates of wages and hours of labor and employment conditions in the principal industries and trades of the Commonwealth. As a direct result of the many important problems of industry which have arisen since this country became one of the participants in the war, the number of inquiries addressed to this Bureau with reference to industrial conditions in this State and elsewhere throughout the

country has increased greatly, and recognizing that the furnishing of current data in answer to such requests for information was as important, if not more so, than the issuance in print of more elaborate studies bearing perhaps less directly on the peculiar problems of the day, the Bureau has given particular attention to these more intensive studies, the results of which have not been published, but typewritten copies of which have been preserved for reference in those cases where the same information could be used in answering more than one inquiry. In order to meet more efficiently the increased demand for information, the books and official reports in the Library of the Bureau have been carefully re-catalogued, and opportunity has been afforded those making personal inquiry to consult the current reports on industrial subjects, copies of many of which have been secured for reference purposes.

REPORT OF A SPECIAL INQUIRY RELATIVE TO DEPENDENT FAMILIES IN MASSACHUSETTS RECEIVING MOTHERS' AID, 1914-1917. This report consists of the results of a special inquiry made at the request of the Special Commission on Social Insurance, in accordance with a provision of Chapter 130 of the Resolves of 1917, directing this Bureau to co-operate with the Commission in its investigations. The data on which this inquiry was based were obtained from the records of the State Board of Charity and the tabulations were made and the report was prepared under the direction of the Chief of the Labor Division of this Bureau, the expense of the clerical work having been largely met out of the appropriation for the Special Commission on Social Insurance. The report was submitted in manuscript to the Commission and forms a part of its report ¹ to the Legislature of 1918.

The several parts of the present report have been prepared under the immediate supervision of Mr. Roswell F. Phelps, Chief of the Labor Division of the Bureau. Part IV, entitled "Labor Legislation in Massachusetts, 1915, 1916, and 1917," was prepared by Mr. Frederick J. de Bloovere, formerly Legal Assistant in the Labor Division, whose services were secured for this branch of the work, although he was not a regular member of the Bureau staff. Mr. Steven P. Foster, who was appointed Assistant to the Chief of the Labor Division in January, 1917, was put in charge of a special investigation relative to "Wages and Hours in the Metal Trades," to which the greater portion of his time has been devoted in directing the field work and the tabulation of the returns.

CHARLES F. GETTEMY,

Director, Bureau of Statistics.

State House, Boston, January 18, 1918.

¹ This report was laid before the Senate on Jan. 15, 1918, and 1,500 copies thereof were ordered printed.

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PART I

SIXTEENTH ANNUAL

**DIRECTORY OF LABOR ORGANIZATIONS
IN MASSACHUSETTS**

1917

(ISSUED AS LABOR BULLETIN No. 119)

[1 Pt. I.]

SIXTEENTH ANNUAL
DIRECTORY OF LABOR ORGANIZATIONS IN
MASSACHUSETTS, 1917.

INTRODUCTION.

The matter presented herewith constitutes the Sixteenth Annual Directory of Labor Organizations in Massachusetts,¹ the first directory of this character having been published by this Bureau in August, 1902.

The present edition consists of four divisions, as follows:

(I.) "National and International Organizations," having one or more affiliated local unions in the United States (page 5);

(II.) "State, District, and Trades Councils," consisting of organizations composed of delegates from local organizations within a particular trade or group of trades, or within a definite district comprising more than a single city or town (page 9);

(III.) "Central Labor Unions and Local Councils," composed of delegates from local unions in the same locality (page 12);

(IV.) "Local Trade Unions," composed of wage-earners in a single locality directly associated in what may be called the "unit body" of organization (page 16).

Since issuing the Directory in 1916, careful records have been kept, as heretofore, of all changes in meeting places, secretaries, and other information pertinent to the subject. Schedules were sent in December, 1916, to all of the National and International Unions in the United States requesting a list of their affiliated locals in Massachusetts, together with the names and addresses of the respective local secretaries, and similar schedules were sent to all State, District, and Trades Councils and Central Labor Unions and Local Councils. The Bureau has been able, by these means, and also by a careful consideration of rosters issued by labor organizations and of newspaper clippings relative to organizations in the Common-

¹ Prior editions of the directory have been published in our Labor Bulletins as follows: No. 23 (August, 1902), No. 24 (November, 1902), No. 33 (September, 1904), No. 37 (September, 1905), No. 43 (September, 1906), No. 52 (September, 1907), No. 61 (September, 1908), No. 68 (October, 1909), No. 76 (September, 1910), No. 83 (September, 1911), No. 93 (August, 1912), No. 94 (March, 1913), No. 98 (March, 1914), No. 106 (April, 1915), No. 113 (March, 1916).

wealth, to secure information with reference to the organization of new unions, the disbanding of those formerly existing, and changes in the data relative to organizations previously listed.

A schedule of inquiries, among which were certain inquiries which had special reference to this edition of the directory, was mailed on December 30, 1916, to each local union in Massachusetts known to be in existence. Schedules were received by mail directly or were obtained by special agents of the Bureau from nearly all of the organizations listed in this edition.¹ In the remaining cases, the desired information has been obtained from the secretary of the National or International organization with which the local organization is affiliated, or from some other reliable source.

Owing to the fact that the collection of returns and the preparation and printing of the directory necessarily cover a period of several weeks, some changes have no doubt occurred since the information herein presented was obtained; consequently those who have occasion to consult this directory should bear this fact in mind. Local secretaries are urged to send notice of any change in the particulars published herein concerning the organizations with which they may be connected.

The Bureau wishes, herein, to express its sincere appreciation of the very cordial and prompt response to its inquiries made, with few exceptions, by the officials with whom it has had occasion to communicate.

ABBREVIATIONS.

Abbreviations for titles of union officials follow: B. A. for Business Agent; C. R., Corresponding Representative; C. S., Corresponding Secretary; Ch., Chairman; D. M. W., District Master Workman; F. A. E., First Assistant Engineer; F. S., Financial Secretary; Gen. S., General Secretary; Gr. S., Grand Secretary; Int. S., International Secretary; Mgr., Manager; M. W., Master Workman; Nat. S., National Secretary; Org., Organizer; Pres., President; R. S., Recording Secretary; S., Secretary; S. T., Secretary-Treasurer; Treas., Treasurer; V. P., Vice President.

Abbreviations for names of labor organizations follow: A. F. of L., American Federation of Labor; B. and S. W., Boot and Shoe Workers; K. of L., Knights of Labor; S. W. P., Shoe Workers Protective; U. S. W., United Shoe Workers; U. T. W., United Textile Workers.

¹ The total number of schedules sent out was 1,871, of which number 154 were to national organizations, 74 to State, district, and trades councils, 100 to central labor unions and councils, and 1,543 to local trade unions.

I. NATIONAL AND INTERNATIONAL ORGANIZATIONS.

In this division of the directory appear the names of those national and international organizations which have one or more affiliated local unions in the United States. The name of the union is first given, followed by the name and address of the general secretary or other officer acting as correspondent.

Organisations which are affiliated with the American Federation of Labor are indicated by an asterisk (*).

Organisations which have no affiliated local unions or councils in Massachusetts are indicated by a dagger (†).

American Federation of Labor. Samuel Gompers, Pres.; Frank Morrison, S., A. F. of L. Bldg., Ninth St. and Massachusetts Av., N. W., Washington, D. C.; John B. Lennon, Treas., Bloomington, Ill.

Departments, A. F. of L.

**Building Trades Department.* William J. Spencer, S. T., 500-508 A. F. of L. Bldg., Washington, D. C.

**Metal Trades Department.* Albert J. Berres, S. T., 402-404 A. F. of L. Bldg., Washington, D. C.

**Mining Department.* James Lord, Pres., 405 A. F. of L. Bldg., Washington, D. C.

**Railroad Employees Department.* John Scott, S. T., Ohio Bldg., Olive and Vandeventer Sts., St. Louis, Mo.

**Union Label Trades Department.* J. W. Hays, Pres., 640-650 Newton Claypool Bldg., Indianapolis, Ind.

**Actors Union of America, White Rats.* Harry Mountford, S. T., 227-231 W. 46th St., New York, N. Y.

**Asbestos Workers, International Association of Heat and Frost Insulators and.* Thomas J. McNamara, S. T., 2516 Slattery St., St. Louis, Mo.

**Bakery and Confectionery Workers International Union of America.* Charles Iffland, S., 212 Bush Temple of Music, Chicago, Ill.

**Barbers International Union of America, Journeymen.* Jacob Fischer, Gen. S. T., 222 E. Michigan St., Indianapolis, Ind.

Barkeepers International League. (See *Hotel and Restaurant Employees International Alliance.*)

**Bill Posters and Billers of America, International Alliance of.* William McCarthy, Int. S., 809 Fitzgerald Bldg., 1482-90 Broadway, New York, N. Y.

**Blacksmiths and Helpers, International Brotherhood of.* William F. Kramer, Gen. S. T., 1234-1235 Transportation Bldg., 608 S. Dearborn St. Chicago, Ill.

**Boiler Makers, Iron Ship Builders and Helpers of America, International Brotherhood of.* Frank P.

Reinemeyer, Int. S. T., 6-12 Law Bldg., Kansas City, Kans.

**Bookbinders, International Brotherhood of.* Walter N. Reddick, S. T., 222 E. Michigan St., Indianapolis, Ind.

†*Boot and Shoe Cutlers Assembly of the Knights of Labor, National.* D. Arthur Palmer, S., 97 Evergreen St., Rochester, N. Y.

**Boot and Shoe Workers Union.* John F. Tobin, Gen. Pres.; Charles L. Baine, Gen. S. T., 246 Summer St., Boston, Mass.

**Brewery Workmen of America, International Union of the United.* John Rader, Int. S., 2347-51 Vine St., Cincinnati, Ohio.

†*Brick, Tile and Terra Cotta Workers' Alliance, International.* William VanBodegraven, S. T., 431 S. Dearborn St., Chicago, Ill.

**Bricklayers, Masons, and Plasterers International Union of America.* William Dobson, S., University Park Bldg., Indianapolis, Ind.

**Bridge, Structural and Ornamental Iron Workers and Pile Drivers, International Association of.* Harry Jones, S. T., 422-424 American Central Life Bldg., Indianapolis, Ind.

†*Broom and Whisk Makers Union, International.* Will R. Boyer, S. T., 851 King Pl., Chicago, Ill.

†*Brushmakers International Union.* George J. Vitschun, Gen. S. T., 2052 Gates Av., Brooklyn, N. Y.

Building Laborers, International Protective Union of. S. P. Johnson, Gen. S., 2326 E. Eighth St., Los Angeles, Cal.

Carpenters and Joiners, Amalgamated Society of. Thomas Atkinson, Sec., U. S. Exec. Board, 76 Bible House, New York, N. Y.

**Carpenters and Joiners of America, United Brotherhood of.* Frank Duffy, Gen. S., 222 E. Michigan St., Indianapolis, Ind.

**Carriage, Wagon, and Automobile Workers International Union of America.* William P. Mavel, S. T., 41 Lewis Bk., Buffalo, N. Y.

**Carvers Association of North America, International Wood.* Thomas J. Lodge, Gen. S., 10 Carlisle St., Roxbury, Mass.

†*Chandelier, Brass and Metal Workers of North America, Brotherhood of.* J. Grinthal, S. T., 393 Second Av., New York, N. Y.

National and International Organizations.

- **Cigar Makers International Union of America.* George W. Perkins, Int. Pres., 940 Monon Bldg., Chicago, Ill.
- **Clerks International Protective Association, Retail.* H. J. Conway, S. T., Lock Drawer 248, LaFayette, Ind.
- **Cloth Hat and Cap Makers of North America, United.* Max Zuckerman, Gen. S. T., 62 E. Fourth St., New York, N. Y.
- Clothing Workers of America, Amalgamated.* Joseph Schlossberg, Gen. S., 32 Union Sq., New York, N. Y.
- **Commercial Telegraphers Union of America, The.* S. J. Konenkamp, Int. Pres., 922-930 Monon Bldg., Chicago, Ill.
- *†*Compressed Air and Foundation Workers Union of the United States and Canada.* George Lutz, S., St. Marks Pl., New York, N. Y.
- **Coopers International Union of North America.* William R. Deal, Int. S. T., Bishop Bldg., Kansas City, Kans.
- **Cutting Die and Cutter Makers, International Union of.* William Bondy, Int. S. T., 727 Manida St., Bronx, New York, N. Y.
- *†*Diamond Workers Protective Union of America.* Andries Meyer, Pres., 323 Washington St., Brooklyn, N. Y.
- Drop and Machine Forgers, Die Sinkers, and Trimmer Makers, United Association of.* E. F. Siviter, Gen. S. T., South Plainfield, N. J.
- **Electrical Workers, International Brotherhood of.* Charles P. Ford, Int. S., 406-18 Reisch Bldg., Springfield, Ill.
- **Elevator Constructors, International Union of.* Frank J. Schneider, S. T., 402-404 Perry Bldg., 16th and Chestnut Sts., Philadelphia, Pa.
- Engineers, Amalgamated Society of.* George Wallace, S., American Council, 300 Broadway, New York, N. Y.
- **Engineers, International Union of Steam and Operating.* James G. Hannahan, Gen. S. T., 6334-38 Yale Av., Chicago, Ill.
- **Firemen, International Brotherhood of Stationary.* C. L. Shamp, Int. S. T., 3615 N. Twenty-fourth St., Omaha, Neb.
- **Foundry Employees, International Brotherhood of.* George Bechtold, S. T., 200 S. Broadway, St. Louis, Mo.
- Freight Handlers, Brotherhood of Railroad.* George H. Kroeger, S. T., 816-24 Harrison St., Chicago, Ill.
- **Fur Workers of the United States and Canada, International.* Andrew Wennels, S. T., 1181 Broadway, New York, N. Y.
- **Garment Workers of America, United.* B. A. Larger, Gen. S., 116-122 Bible House, New York, N. Y.
- **Garment Workers Union, International Ladies.* Abraham Baroff, Gen. S. T., 32 Union Sq., New York, N. Y.
- *†*Glass Bottle Blowers Association of the United States and Canada.* Harry Jenkins, Gen. S., 930-932 Witherspoon Bldg., Philadelphia, Pa.
- †*Glass Snappers National Protective Association, Window.* L. L. Jacklin, S., Kane, Pa.
- †*Glass Workers of America, National Window.* Thomas Reynolds, S., 419 Electric Bldg., Cleveland, Ohio.
- **Glass Workers Union, American Flint.* Charles J. Shipman, S. T., 738-746 Ohio Bldg., Toledo, Ohio.
- **Glove Workers Union of America, International.* Miss Elisabeth Christman, S. T., Room 701, 139 N. Clark St., Chicago, Ill.
- Government Employees, National League of.* George L. Cain, Nat. Pres., 11 Lagrange Ter., Lynn, Mass.
- **Granite Cutters International Association of America.* The James Duncan, Int. Pres., Hancock Bldg., Quincy, Mass.
- *†*Grinders and Finishers National Union, Pocket Knife Blade.* F. A. Didsbury, Nat. S., 508 Brook St., Bridgeport, Conn.
- Hat Finishers Association of the United States, Wool.* John J. Flanagan, Nat. S. T., 96 Aubin St., Amesbury, Mass.
- **Hatters of North America, United.* Martin Lawlor, S. T., 72-73 Bible House, New York, N. Y.
- **Hod Carriers, Building and Common Laborers Union of America, International.* A. Persion, Gen. S. T., Box 597, Albany, N. Y.
- **Horsehoers of the United States and Canada, International Union of the Journeymen.* Hubert S. Marshall, S. T., 605 Second National Bank Bldg., Cincinnati, Ohio.
- **Hotel and Restaurant Employees International Alliance and Bartenders International League of America.* Jere L. Sullivan, S. T., Commercial Tribune Bldg., Cincinnati, Ohio.
- Industrial Workers of the World.* William D. Haywood, Gen. S. T., Room 307, 164-166 W. Washington St., Chicago, Ill.
- Industrial Union, The Workers International.* Herman Richter, Gen. S. T., P. O. Box 651, Detroit, Mich.
- *†*Iron, Steel, and Tin Workers of the United States, Amalgamated Association of.* M. F. Tighe, S. T., 504 House Bldg., Pittsburg, Pa.
- **Jewelry Workers Union, International.* Abraham Greenstein, S. T., Room 6035 Metropolitan Bldg., New York, N. Y.
- Knights of Labor.* Thomas H. Canning, Gen. M. W., 228 Tremont St., Boston, Mass.
- *†*Lace Operatives of America, The Chartered Society of Amalgamated.* David L. Gould, S., 545 W. Lehigh Av., Philadelphia, Pa.
- **Lathers, International Union of Wood, Wire, and Metal.* Ralph V. Brandt, Gen. S. T., 401 Superior Bldg., Cleveland, Ohio.
- **Laundry Workers International Union.* Harry L. Morrison, Gen. S. T., Box 11, Troy, N. Y.
- **Leather Workers on Horse Goods, United Brotherhood of.* John J. Pfeiffer, Gen. S. T., 504 Postal Bldg., Kansas City, Mo.
- Letter Carriers, National Association of.* Edward J. Cantwell, S., 945 Pennsylvania Av., N. W., Washington, D. C.
- **Lithographers of America, Amalgamated.* James M. O'Connor, S. T., Langdon Bldg., 309 Broadway, New York, N. Y.
- Locomotive Engineers, Brotherhood of.* William B. Prenter, First Grand Engineer, 1118 B. of L. E. Bldg., Cleveland, Ohio.

National and International Organizations.

- Locomotive Firemen and Enginemen, Brotherhood of.* A. H. Hawley, Gen. S. T., Peoria, Ill.
- *Longshoremen's Association, International.* John J. Joyce, S. T., 702 Brisbane Bldg., Buffalo, N. Y.
- Loomfixers International Union.* Peter Surprenant, Nat. S., Cohoes, N. Y.
- *Machine Printers and Color Mixers of the United States, National Association of.* Patrick E. Lyons, Nat. S., 384 Trenton Av., Buffalo, N. Y.
- *Machinists, International Association of.* J. F. Anderson, V. P., A. F. of L. Bldg., Washington, D. C.
- Mailers Trade District Union of North America (I. T. U.).* James P. McNichols, S. T., Flat 15, 442 Garfield Av., Chicago, Ill.
- Maintenance of Way Employees, Brotherhood of.* Samuel J. Pegg, Gr. S. T., 227 Fisher Bldg., Greensboro, N. C.
- *Maintenance of Way Employees, International Brotherhood of.* George Seal, Gr. S. T., 27 Putnam Av., Detroit, Mich.
- *Marble and Stone Polishers, Rubbers, and Sawyers, International Association of.* Stephen C. Hogan, Gen. S. T., 406 E. 149th St., New York, N. Y.
- *Masters, Mates, and Pilots, American Association of.* M. D. Tenniswood, Nat. S., 308 Vine St., Camden, N. J.
- *Meat Cutters and Butcher Workmen of North America, Amalgamated.* Homer D. Call, S. T., 212 May Av., Syracuse, N. Y.
- *Metal Polishers, Buffers, Platers, Brass and Silver Workers Union of North America.* Charles R. Atherton, Gen. S. T., Neave Bldg., Cincinnati, Ohio.
- *Metal Workers International Alliance, Amalgamated Sheet.* John E. Bray, Gen. S. T., 407 Nelson Bldg., Kansas City, Mo.
- *Mine Workers of America, United.* William Green, S. T., 1102 Merchants Bank Bldg., Indianapolis, Ind.
- *Miners, Western Federation of.* Ernest Mills, S. T., 503-511 Denham Bldg., Denver, Col.
- *Molders Union of North America, International.* Victor Kleiber, S., Commercial Tribune Bldg., Cincinnati, Ohio.
- Musical and Theatrical Union, American International.*
- *Musicians, American Federation of.* Owen Miller, S., 3535 Pine St., St. Louis, Mo.
- *Painters, Decorators, and Paperhangers of America, Brotherhood of.* J. C. Skemp, Gen. S. T., Drawer 99, LaFayette, Ind.
- *Paper makers, International Brotherhood of.* J. T. Carey, Pres.-S., 127 N. Pearl St., Albany, N. Y.
- *Pattern Makers League of North America.* James A. Wilson, Gen. Pres., 1008 Second National Bank Bldg., Cincinnati, Ohio.
- *Pavers, Rammermen, Flag Layers, Bridge and Stone Curb Setters, and Asphalt Workers International Union.* Edward I. Hannah, S., 249 E. 57th St., New York, N. Y.
- *Paving Cutters Union of the United States of America and Canada.* Carl Bergstrom, Gen. S., L. B. 27, Albion, N. Y.
- *Photo-Engravers Union of North America, International.* Louis A. Schwarz, S. T., 5609 Germantown Av., Philadelphia, Pa.
- Piano, Organ, and Musical Instrument Workers International Union of America.* Charles Dold, Pres., 166 W. Washington St., Chicago, Ill.
- *Plasterers International Association of the United States and Canada, Operative.* T. A. Scully, S. T., 442 E. Second St., Middletown, Ohio.
- *Plate Printers Union of North America, International Steel and Copper.* James E. Goodyear, S., 1236 Brown St., Philadelphia, Pa.
- *Plumbers and Steam Fitters of the United States and Canada, United Association of.* Thomas E. Burke, Gen. S. T., 411-416 Bush Temple of Music, Chicago, Ill.
- *Post Office Clerks, National Federation of.* Thomas F. Flaherty, S. T., 712 Ouray Bldg., Washington, D. C.
- *Potters, National Brotherhood of Operative.* John T. Wood, S. T., Box 6, E. Liverpool, Ohio.
- *Powder and High Explosive Workers of America, United.* H. A. Ellis, S. T., 503 S. Minnesota Av., Columbus, Kans.
- *Print Cutters Association of America, National.* Richard H. Scheller, Nat. S., P. O. Box 42, Lodi, N. J.
- *Printing Pressmen and Assistants Union of North America, International.* Joseph C. Orr, S. T., Pressmen's Home, Tenn.
- Printing Trades Association, International Allied.* J. W. Hays, S. T., Newton Claypool Bldg., Indianapolis, Ind.
- *Pulp, Sulphite, and Paper Mill Workers of the United States and Canada, International Brotherhood of.* John H. Malin, Pres.-S., P. O. Drawer K, Ft. Edward, N. Y.
- *Quarry Workers International Union of North America.* Fred W. Suito, S. T., Scampini Bldg., Barre, Vt.
- Railroad Men, Benevolent and Protective Association of.* Maurice F. Kirby, S., 76 Portland St., Worcester, Mass.
- *Railroad Signalmen of America, Brotherhood of.* A. E. Adams, S., Cottage Grove Av. and 83rd St., Chicago, Ill.
- Railroad Station Agents, Order of.* P. H. Phinney, Gr. S., Monument Beach, Mass.
- Railroad Station Employees, Brotherhood of.* P. J. Coyle, Gr. Pres., 46-47 Holland Bldg., 27 Haymarket Sq., Boston, Mass.
- *Railroad Telegraphers, The Order of.* L. W. Quick, Gr. S. T., Star Bldg., St. Louis, Mo.
- Railroad Workers, American Federation of.* G. W. Gibson, S. T., 1209 Morton Bldg., 538 S. Dearborn St., Chicago, Ill.
- Railroad Trainmen, Brotherhood of.* A. E. King, Gen. S. T., American Trust Bldg., Cleveland, Ohio.
- *Railway Carmen of America, Brotherhood of.* E. William Weeks, Gr. S. T., 506 Hall Bldg., Kansas City, Mo.
- *Railway Clerks, Brotherhood of.* W. V. H. Bright, Gr. S. T., 406 Second National Bank Bldg., Cincinnati, Ohio.

National and International Organizations.

- Railway Conductors of America, Order of.* C. E. Whitney, Gr. S. Cedar Rapids, Iowa.
- **Railway Employees of America, Amalgamated Association of Street and Electric.* W. D. Mahon, Int. Pres., 104 E. High St., Detroit, Mich.
- *†*Railway Postal Clerks, Brotherhood of.* Carl Freeman, S., 401 A. F. of L. Bldg., Washington, D. C.
- **Roofers, Composition, Damp and Waterproof Workers of the United States and Canada, International Brotherhood of.* Daniel J. Ganley, Gen. S. T., 14 N. Oxford St., Brooklyn, N. Y.
- *†*Saw Smiths Union of North America, The.* Frank A. Ryan, S., 5524 E. Michigan St., Indianapolis, Ind.
- **Seamen's Union of America, International.* Thomas A. Hanson, S. T., 324 W. Randolph St., Chicago, Ill.
- *†*Shingle Weavers Union of America, International.* William H. Reid, S. T., 202 Maynard Bldg., Seattle, Wash.
- Shoe Workers of America, United.* Stephen M. Walsh, S., 683 Atlantic Av., Boston, Mass.
- Shoe Workers Protective Union.* S. J. Pothier, Gen. S., 47 Locust St., Haverhill, Mass.
- **Slate and Tile Roofers Union of America, International.* Joseph M. Gaviak, Gen. S. T., 3643 W. 47th St., Cleveland, Ohio.
- †*Slate Workers, American Brotherhood of.* Phillip Jago, Jr., S., Pen Argyle, Pa.
- **Spinners Union, International.* Urban Fleming, S., 188 Lyman St., Holyoke, Mass.
- State, City, Town, and County Employees Union, National Federation of.* Michael D. Collins, F. S. T., 235 Upland Road, Cambridge, Mass.
- Steam, Hot Water, and Power Pipe Fitters and Helpers, International Association of.* W. H. Davies, S. T., 205 Merrick Bldg., Chicago, Ill.
- **Steam Shovel and Dredgemen, International Brotherhood of.* E. M. Foley, Gen. S. T., 508 Ft. Dearborn Bldg., Chicago, Ill.
- *†*Steel Plate Transferers Association of America, The.* H. Wilbur Hoagland, S., 106 W. Sidney Av., Mt. Vernon, N. Y.
- **Stereotypers and Electrotypers Union of North America, International.* Charles A. Sumner, S. T., 3110 Olive St., Kansas City, Mo.
- **Stone Cutters Association of North America, Journeymen.* Walter W. Drayer, Gen. S. T., 528 American Central Life Bldg., Indianapolis, Ind.
- **Stone Mounters International Union.* Frank Grimshaw, S. T., 1210 Jefferson Av. E., Detroit, Mich.
- Street and Electric Railway Employees of America, Amalgamated Association of.* (See *Railway Employees of America*, etc.)
- **Switchmen's Union of North America.* M. R. Welch, Gr. S. T., 326 Briarlane Bldg., Buffalo, N. Y.
- **Tailors Union of America, Journeymen.* Thomas Sweeney, Gen. S., 6703 Stony Island Av., Chicago, Ill.
- *†*Teachers, American Federation of.* Miss Margaret Snodgrass, C. S., 1061 Dakin St., Chicago, Ill.
- **Teamsters, Chauffeurs, Stablemen, and Helpers of America, International Brotherhood of.* Thomas L. Hughes, Gen. S. T., 222 E. Michigan St., Indianapolis, Ind.
- Textile Operatives, National Amalgamation of.* William R. Grindrod, S., 25 Willis St., New Bedford, Mass.
- **Textile Workers of America, United.* John Golden, Int. Pres.; Mrs. Sara A. Conboy, Int. S. T., 86-87 Bible House, Astor Pl., New York, N. Y.
- **Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, International Alliance of.* M. C. Higgins, S. T., 107 W. 46th St., New York, N. Y.
- **Tile Layers and Helpers International Union, Ceramic, Mosaic, and Encaustic.* James P. Reynolds, Gen. S., 119 Federal St., N. S., Pittsburgh, Pa.
- *†*Tip Printers, International Brotherhood of.* Herman Wolfman, Pres., 988 Seneca Av., Brooklyn, N. Y.
- **Tobacco Workers International Union.* E. Lewis Evans, S. T., 50-51 Iroquois Life Bldg., Louisville, Ky.
- **Travelers Goods and Leather Novelty Workers International Union of America.* Murt Malone, S. T., 191 Boyd St., Oshkosh, Wis.
- *†*Tunnel and Subway Constructors International Union of North America.* Michael Carraher, S. T., 206-208 E. 128th St., New York, N. Y.
- **Typographical Union, International.* J. W. Hays, S. T., 640-650 Newton Claypool Bldg., Indianapolis, Ind.
- **Upholsterers and Trimmers International Union.* James H. Hatch, Pres., 229 E. 67th St., New York, N. Y.
- **Weavers, Amalgamated Association of the United States, Elastic Goring.* Alfred Haughton, Gen. S., 50 Cherry St., Brooklyn, Mass.
- Weavers, National Federation of Cloth.* John Holt, Pres., 1188 Globe St., Fall River, Mass.
- **Weavers Protective Association, American Wire.* E. E. Desmond, S., 99 Seventh St., Harrison, N. J.
- Women's Trade Union League of America, National.* Miss Emma Stegahagen, S. T., 139 N. Clark St., Chicago, Ill.

II. STATE, DISTRICT, AND TRADES COUNCILS.

In the following presentation appear the names of organizations composed of delegates from local trade unions within a particular trade or group of trades, or a definite district not confined to a single locality. For convenience the various Railway Adjustment, Protective, and Grievance Committees have been separately grouped at the end of this division of the directory.

In every case where the information could be obtained the following facts are given: Name of organization, time and place of next convention or conference, business office and telephone number, name and address of secretary or other officer acting as correspondent, and the name and address of business agent, if any. Where no address is given for an officer named, he may be addressed at the business office or place of meeting.

American Federation of Labor, Massachusetts State Branch. Next convention at Lawrence, September, 1917; business office, Rm. 427, Old South Bldg., Boston, Tel. Fort Hill 1793; George H. Wrenn, Pres., 421 Maple St., Springfield; Martin T. Joyce, S. T., Rm. 427, Old South Bldg., Boston.

Bakers Unions, Massachusetts State Branch of. By appointment; 2d Sun. in June and Dec.; Henry R. Pigeon, F. S. T., 241 E. Dwight St., Holyoke; Peter Fyffe, Pres., 3 Grove St., Bradford.

Barbers, Massachusetts State Council of Journeymen. 1125 Washington St., Boston, Tel. Beach 5989R; 1st and 3d Tues.; Joseph F. Donovan, C. and F. S.; John B. Manganaro, B. A.

Blacksmiths and Helpers: District Council No. 8 (N. Y., N. H. & H. R.R.). John Cavanaugh, S. and B. A., 14 Lydon St., Norwood.

Blacksmiths and Helpers: District Council No. 80 (B. & M. R.R.). Causeway St.; 1st Sun. in Mar., June, Sept., and Dec.; Finlay MacKenzie, Pres. and B. A., 29 Teele Av., W. Somerville; Charles E. McLam, S. T., 11 Lyndon St., Concord, N. H.

Boiler Makers, Iron Ship Builders, and Helpers: District Lodge No. 34 (B. & M. R.R. System). 164 Canal St., Boston; 1st and 3d Fri.; George Parkes, S., 85 Perkins St., Somerville.

Boot and Shoe Workers, New England Organising Conference of. By appointment; 1st Sun.; Edward P. Holmes, S., 51 Portland St., Brookton.

Bricklayers, Masons, Plasterers, and Marble Masons, Massachusetts State Conference of. Worcester; 1st Mon. in October, 1917; Michael O'Brien, S., 293 Hampshire St., Lawrence, Tel. 2967; D. J. Mahoney, Legislative Agent, 22 Mt. Pleasant St., Waltham.

Building Trades Council, Massachusetts. By vote; June and Dec.; Walter F. Read, S. T., 62 Madison St., Worcester, Tel. Park 6821; Arthur M. Huddell, Pres., 386 Harrison Av., Boston.

Carpenters and Joiners, Massachusetts State Council, United Brotherhood of. John Morgan, Pres., 20 Belden St., Dor.; A. Jay Bromley, S., 59 Palmer St., Springfield.

Carpenters, Berkshire County District Council of Pittsfield. Carpenters Hall, 311 North St., Pittsfield; 4th Sun.; S. H. Crum, S. T., 291 Ashland St., N. Adams; Gilbert M. Hull, Pres., R. F. D., Gt. Barrington.

Carpenters District Council (N. Y., N. H. & H. R.R.). New London, Conn.; last Sun.; William E. Pearson, S., 8 Stafford St., E. Dedham.

Carpenters District Council of Newton, Waltham, Natick, Needham, and vicinity. 251 Washington St., Newton, Tel. Newton North 1682M; 2d and 4th Thurs.; Everett A. McAssey, R. S., 20 Channing St., Newton; L. H. Johnson, B. A.

Carpenters District Council of Norfolk County. Eagle Hall, 54 Day St., Norwood; 4th Thurs.; George N. Brooks, R. S. and B. A., 182 Vernon St., Norwood; Percy Williams, Pres., Common St., Walpole.

Carpenters District Council of the South Shore. Carpenters Hall, Hingham; 1st and 3d Thurs.; C. A. Mitton, R. S. and B. A., Box 430, Hingham, Tel. 116M.

Carpenters, Middlesex District Council of (Woburn and vicinity). S. of V. Hall, Stoneham; 2d and 4th Fri.; Alfred B. Stearns, R. S., Box 72, Waverly; John G. Cogill, B. A., 27 Glen Ct., Malden, Tel. Malden 2575W.

Carpenters, North Bristol District Council of. Carpenters Hall, Stoughton; 1st Sun.; F. O. Fowler, R. S., 155 Porter St., Stoughton; Benjamin S. Bolles, B. A., R. F. D., Route 2, Box 83, Sharon.

Carpenters, Northern Massachusetts District Council of (Fitchburg and vicinity.) 13 Blossom St., Fitchburg; 1st and 3d Mon.; Albert Lafrennie, B. A., 59 Tisdale St., Leominster.

Carpenters, North Shore District Council of. 71 Washington St., Salem, Tel. 857 M.; Tues.; Rufus P. Harlow, R. and F. S., 21 Highland Av., Lynn; C. H. Moore and Louis E. Dumas, Business Agents.

Carpenters, Southeastern Massachusetts District Convention of. By vote; 2d Sun.; Will Anderson, S., 102 Pearl St., Middleborough; Walter Hardy, Pres., 150 W. Chestnut St., Brockton.

Engineers, Amalgamated Society of North Eastern District Committee. 987 Washington St., Boston; alt. month, on Sun.; Robert Murphy, S., 67 Cleverly Ct., Quincy; J. E. Nolan, Pres., 44 E. Gramplan Way, Savin Hill, Dorchester.

Hotel and Restaurant Employees International Alliance and Bartenders International League: New England Branch. Business office, 10 Central Av., Lynn, Tel. Lynn, 2256; John J. Griffin, S. T., 70 Adams St., Lynn.

State, District, and Trades Councils.

- Knights of Labor: District Assembly No. 30* (Incorporated). Usually in Boston; 1st Sun. after 15th in Jan., Apr., July, and Oct.; business office, 228 Tremont St., Boston, Tel. Beach 3797; Thomas H. Canning, S. T.
- Label Conference, New England (Cigar Makers)*. Next convention, Waterbury, Conn.; business office, 39 Portland St., Boston; William Standcumbe, Pres., 87 Winthrop St., Medford Hillside, Tel. Medford 773M.
- Lasters Federation of Southeastern Massachusetts* (B. & S. W.). Moose Hall, 257 Main St.; 1st Sun.; Matthew Teehan, Pres., Box 114, Whitman; Royal F. Dano, S., Box 142, Bridgewater.
- Longshoremen's District Council*. Stetson Hall, Hanover and Blackstone Sts.; 1st Sun.; George W. Brady, Pres., 24 Harris St.; Andrew G. Norander, S. T., 255 Highland Av., Somerville; William F. Dempsey, B. A., 17 Maryland St., Dorchester.
- Lathers, Massachusetts State Council of Wood, Wire and Metal*. 987 Washington St., Boston; last Sun. in Jan., and Apr. to Oct., inc.; business office, 30 Hanover St., Boston, Tels. Hay. 3397M and Hay. 1365; Dennis L. Cummings, Pres., 140 Walnut St., Dor.; Edward N. Kelley, F. S. T., and B. A., 30 Hanover St., Boston.
- Loomfitters Protective Alliance*. Fall River, July 21, 1917; business office, 370 Bedford St., Fall River, Tel. 1580; William R. Grindrod, Pres., 1881 Purchase St., New Bedford; Thomas Taylor, S.
- Machinists: District Lodge No. 19, International Association of* (Mass. R. I., and N. H.). 724 Washington St., Boston; quarterly dating from 2d Sun. in Jan.; Roscoe L. Hall, Pres., 35 Munroe St., Lynn, George B. Loring, S. T., Box 168, Sta. A., Boston.
- Machinists: District Lodge No. 42, International Association of* (B. and M. R.R.). A. A. Farnsworth, S., 67 Bellevue St., Lowell.
- Machinists: District Lodge No. 43, International Association of*. Boston, New Haven, and New York; 1st Sat. in Feb., May, Aug., and Nov.; John Carnie, Pres., 313 Washington St., Dor.; John C. Ready, S. T., 75 Orchard St., New Haven, Conn.
- Molders Unions, Boston and Vicinity Conference Board of*. Room 410, 665 Washington St., Boston, Tel. Beach 3161; 2d Sun.; Joseph R. Cooney, F. S. and T., 300 Main St., Watertown; William John, B. A., 25 Wilbur St., Everett.
- Molders Unions, Connecticut Valley Conference Board of* (Vt., Mass., and Conn.). Waterbury, Conn.; about May 15, 1917; J. J. Kaveney, S. T., 66 Carew St., Springfield; James A. Loveday, B. A., 763 Asylum St., Hartford, Conn.
- Molders Unions, Eastern New England Conference Board of* (Me., N. H., Mass., and R. I.). Nashua, N. H.; May, 1917; Charles E. Anderson, S. T., 7 Bowden St., Lowell, Tel. 4191 W.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood, Tel. 359 M.
- Painters, Decorators, and Paperhangers No. 32, Berkshire County District Council*. Meets with different locals; last Sun.; Charles C. Murphy, S. T., 53 Chase Av., N. Adams.
- Painters, Decorators, and Paperhangers, Connecticut Valley Conference of*. Successively with each affiliated local; 3d Sun.; A. Lamarr, Pres., 304 High St., Holyoke; F. W. Wenzel, S. T., 10 Pequot Av., Thompsonville, Conn.
- Painters, Decorators, and Paperhangers, Massachusetts North Shore District Conference of*. 71 Washington St., Salem, Tel. Salem 1064 W.; Wed.; Alexander Taylor, R. S., 9 Federal St., Salem; Harry A. Weston, F. S., 30 Highland Av., Salem.
- Painters, Decorators, and Paperhangers, Massachusetts State Conference of*. Determined at convention; 2d Sat. and Sun. in Jan. and July; B. L. Mosher, Pres., 108 Highland Rd., W. Somerville; P. H. Triggs, S. T., 21 Sanford St., Tel. 1435.
- Painters, Decorators, and Paperhangers, Worcester County Conference of*. Different cities; 1st Sun. each month; business office, 62 Madison St., Worcester, Tel. Park 6821; M. D. Millett, Pres., 2 Dryden St., Worcester; James E. Heffron, S. T.
- Painters District Council of Natick and Vicinity No. 44*. C. L. U. Hall, 2d and 4th Tues.; B. L. Mosher, Pres., 103 Highland Rd., W. Somerville; John J. Fitzhenry, S. and B. A., Box 43, Norwood.
- Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers, Sprinkler Fitters and Sprinkler Fitters' Helpers of the United States and Canada, Massachusetts State Association of*. Determined at convention; last Sat. and Sun., Jan. and July; M. J. Scanlon, Pres., 14 Lyndale St., Springfield; Edward Devine, S. T., 300 Charles St., Malden.
- Retail Clerks International Protective Association; New England District Organisation No. 2*. Quincy House, Boston; 2d Mon. in March; N. J. Nally, S. T., 273 Cabot St., Roxbury, Tel. Rox. 4258W.
- Sheet Metal Workers, Massachusetts District Council of*. Worcester; 1st Sun. in each quarter; Edward J. Griffin, Pres., 9 Appleton St., Boston; Edward F. X. McCarthy, S. T., 7 Montvale St., Ros.
- Stationary Firemen, International Brotherhood of: State District Union No. 1*. 62 Madison St., Worcester; quarterly, 2d Sun.; John W. Downing, Pres., 4 W. Eleventh St., Lowell; John H. Ashe, S. T., W. Wellington Ter., Worcester.
- Steam and Operating Engineers, Massachusetts State Branch of*. Engineers Hall, 995 Washington St., Boston; 1st Sun. in Jan., last Sun. in Feb., Mar., May, July, Sept., and Nov.; Herman H. Comerford, Pres., 696 Washington St., Boston; H. B. Brown, R. S., 333 Union St., Lynn.
- Trades Union Liberty League*. 184 Dudley St., Roxbury, Tel. Rox. 5256; J. A. Nash, Pres., 724 Washington St., Boston; Dennis D. Driscoll, S.
- Troopers Unions, Southeastern Massachusetts Association of*. At headquarters of affiliated locals; 2d Sun.; T. P. McSweeney, Pres., 26 Centre St., Brookton; Ellis L. Barnes, R. S., 18 Perry Av., Whitman.
- Typographical Union, New England*. Manchester, N. H.; June 25 and 26, 1917; Edward L. Cahill, Pres., 20 Rook Av., Lynn; John F. Murphy, S. T., Box 712, Providence, R. I., Tel. West 2615R.

State, District, and Trades Councils.

RAILWAY ADJUSTMENT, PROTECTIVE, AND GRIEVANCE COMMITTEES.

Locomotive Engineers: General Committee of Adjustment (B. & A. R.R.). Boston or Springfield; on call of Chairman; W. A. Paddock, Ch., 59 Hamilton St., Worcester; A. H. Bourne, R. S., 22 Empire St., Allston.

Locomotive Engineers: General Committee of Adjustment (B. & M. R.R.). Boston, Tel. Hay. 22045; on call; F. A. Hallett, Gen. Ch., 228 Friend St., Boston; C. B. Galleher, S. T., Box 707, Windsor, Vt.

Locomotive Engineers: General Committee of Adjustment (B., R. B., and L. R.R.). George Pirie, Ch., 385 Revere St., Winthrop.

Locomotive Engineers: General Committee of Adjustment (N. Y., N. H. & H. R.R.). Generally at Rm. 18 Poli Bldg., New Haven, Conn.; triennially in Jan. or at call of Gen. Ch.; F. S. Evans, Gen. Ch., 96 Winter St., Norwood; L. L. Mitchell, S. T., 11 Harrison Av., Taunton.

Locomotive Engineers: Massachusetts State Legislative Board. Boston; on call of Chairman; H. H. Wilson, Pres., 82 Bailey St., Lawrence; W. H. Thresher, S. T., 7 Marlowe St., Dor.

Locomotive Firemen and Enginemen, Joint Protective Board of (N. Y., N. H. & H. R.R.). New Haven, Conn.; 1st Mon. in Feb.; J. P. Farrell, Gen. Ch., 184 Brook St., Hartford, Conn., Tel. 2184-4; A. E. Patterson, F. S., Fairfield, Conn.

Maintenance of Way Employees, Joint Protective Board of (B. & M. System). Crawford House, Boston; on call of Gen. Ch.; J. J. Lawlor, Pres., 2 Thornton St., Biddeford, Me.; F. J. Harvey, Treas., 8 Park St., Amesbury.

Maintenance of Way Employees: B. and B. Foremen's Department (B. & M.). T. J. Johnston, Ch., 10 High St., Saugus.

Maintenance of Way Employees: Track Department (B. & A.). A. P. Cady, Ch., 7 Avon Pl., Newton.

Maintenance of Way Employees: Signal Department (B. & A.). W. H. Kyte, Ch., 93 Belvidere St., Boston.

Maintenance of Way Employees: Track Department (B. & M.). R. H. Crawford, Ch., Box 62, Melrose, N. Y.

Railroad Station Agents, Order of. Quincy House, Boston; 3d Sunday; Earl H. Morton, Pres., Greenwood, Mass., Tel. Wakefield 21076; J. J. Nolan, B. A., 53 State St., Boston.

Railroad Station Employees, Brotherhood of: General Board of Adjustment (B. & M. R.R.). Quincy House, Boston; on call of Gen. Ch.; P. J. Coyle, Gen. Ch., 46 Holland Bldg., 27 Haymarket Sq., Boston, Tel. Hay. 4218; Ralph C. Putnam, R. S., 7 Vine St., Marblehead.

Railroad Telegraphers, General Committee of Adjustment (N. Y., N. H. & H. R.R.). By appointment; on call of Gen. Ch.; Leonard J. Ross, Gen. Ch. and B. A., 457 Wellington Av., Auburn, R. I.

Railroad Trainmen: General Grievance Committee (B. & A. R.R.). Boston; on call of Chairman; M. N. Doyle, Gen. Ch., 306 Plantation St., Worcester.

Railroad Trainmen: General Grievance Committee (B. & M. R.R.). Boston; Jan., 1920; business office, Rm. 801, 7 Water St., Boston, Tel. Fort Hill 1917; T. E. Donovan, Gen. Ch.; Charles J. Mahoney, Gen. S., 8 Linwood Pl., Chsn.

Railroad Trainmen: General Grievance Committee (B., R. B. & L. R.R.). Puritan Hall, 249 Friend St., Boston; 1st Thurs. and 3d Sun.; E. W. Foss, Ch., 38 Arbor St., Lynn; E. J. Gregory, S., 193 Pearl Av., Beachmont.

Railroad Trainmen: State Legislative Board. Quincy House, Boston; next meeting, October, 1919; business office, 801 Tremont Bldg., Boston, Tel. Hay. 99; Walter L. McMenimen, Ch., 1578 Cambridge St., Cambridge; Thomas C. O'Brien, S.

Railroad Workers, Boston and Maine System Council. Quincy House, Boston; 2d Sat.; T. H. Condon, Pres. and B. A., 15 Boardman St., Salem, Tel. 1871 M; W. McMahon, R. S., 11 Water St., Concord, N. H.

Railroad Workers, American Federation of: System Council (N. Y., N. H. & H. R.R.). Alternately at Boston and New Haven, Conn.; 2d Sun.; M. H. Dickinson, Pres., 35 Rosette St., New Haven, Conn.

Railroad Workers, Trades Council of the New York, New Haven, and Hartford System. Commercial House, New Haven, Conn.; 1st Sat. in Jan.; special meetings by appointment; Frank Gannon, Pres. and B. A., 112 Union Av., W. Haven, Conn.

Railway Carmen, Joint Protective Board of Brotherhood of (B. & M. R.R.). Quincy House, Boston; on call; C. E. Dudley, Pres., 5 Ralph St., Lowell; L. M. Hodgkins, S. T., Woodville, N. H.

Railway Clerks, Brotherhood of: Boston & Maine System Board of Adjustment. Quincy House, Boston; quarterly and at discretion of Executive Committee; J. L. Johnson, Gen. S. T., 14 Stevens St., Lawrence, Tel. 1030.

Railway Conductors: Adjustment Committee (N. Y., N. H. & H. R.R.). 24 Haywood Pl., Boston; 4th Sun.; C. W. Merrill, S. T., 29 Evergreen St., Roxbury, Tel. Jam. 1726M; B. A. Gage, Chief Conductor, 75 Bird St., Uphams Cor., Mass.

Railway Conductors: General Adjustment Committee (B. & A. R.R.). On call of Chairman; D. W. Morton, Ch., 23 Charles St., Auburndale; Charles M. Haalund, Gen. S., 51 Norton St., Dorchester.

Railway Conductors: General Board of Adjustment (B. & M. R.R.). Quincy House, Boston; biennially, even years, 1st week in Jan.; G. C. Hammond, Ch., 164 W. Wyoming Av., Melrose, Tel. 1628M.

Street Railway Employees, Joint Conference of Bay State. 724 Washington St., Boston; 1st Mon. in Jan., Apr., July, and Oct.; Fred Crowley, Pres., 1097 Lakeview Av., Dracut; P. F. Sheehan, S., 167 Copeland St., Campello.

System Federation (N. Y., N. H. & H. R.R.) Boston, Mass., and New Haven, Conn., alternately, on call; J. Carnie, Pres., 394 Washington St., Dor.; Robert Henderson, S. T., 274 Metropolitan Av., Ros.

III. CENTRAL LABOR UNIONS AND LOCAL COUNCILS.

The following list includes those local delegate organisations, such as central labor unions and local councils, which are purely representative bodies composed of delegates from their respective affiliated local unions.

In every case where the information could be obtained the following facts are given for each organisation: Name of organisation, place and time of meeting, business office (where different from place of meeting) and telephone number, name and address of secretary or other officer acting as correspondent, and the name and address of the business agent, if any. Where no address is given for an officer named he may be addressed at the business office or place of meeting.

Athol.

Central Labor Union. Moose Hall, 487 Main St.; 4th Tues.; C. E. King, R. S., 71 Lake St.

BOSTON.

(For abbreviations under Boston, see note at foot of page 17.)

Allied Printing Trades Council. 606 Old South Bldg., Tel. Fort Hill 1509; 1st Mon.; John F. Maguire, Pres.; Daniel J. McDonald, S. and B. A.

Bakers Unions, Joint Executive Board of. St. Stephens Hall, 987 Washington St.; 1st and 3d Thurs.; H. Kolb, Pres., 287 Euclid St., Rox.; William J. Meade, S. T., 10 Sumner Pl., Dor.

Brewery Workers, Joint Local Executive Board of. 1117 Columbus Av., Rox., Tel. Rox. 3212W; 1st and 3d Wed.; Konrad Young, Pres.; Michael J. Hines, R. S.

Bricklayers, Masons, and Plasterers, Joint Executive Committee of (Boston and vicinity). 386 Harrison Av.; Fri.; John Daley, S., 24 VanWinkle St., Dor.

Building Trades Council, A. F. of L. 386 Harrison Av., Tel. Beach 5504 and 5499; 2d and 4th Fri.; John C. McDonald, R. S.; Arthur M. Huddell, F. S.; Ignatius McNulty, B. A.

Building Trades Council, Allied. 30 Hanover St., Tel. Hay. 1365; 2d and 4th Tues.; A. J. Howlett, S. and B. A.; Edward J. Featherstone, Pres., 9 Temple St.

Carpenters District Council of Boston and Vicinity. 30 Hanover St., Tel. Hay. 1365; 1st and 3d Thurs.; Joseph F. Twomey, R. S.; Anderson McBride, B. A., 30 Hanover St.

Central Labor Union. 987 Washington St.; 1st and 3d Sun.; Edward F. McGrady, Pres., 493 East Broadway, S.B.; Henry Abrahams, S., 11 Appleton St.; Patrick H. Jennings, B. A., 987 Washington St.

Cloak and Skirt Makers, Joint Board of. 241 Tremont St., Tel. Beach 1920; Thurs.; J. Sayvets, F. S., 39 Browning Av., Dor.; Hyman Hurwitz, 35 Emerald St., and Louis Kravets, 241 Tremont St., Business Agents.

Clothing Workers Joint Executive Board, Amalgamated. 724 Washington St., Tel. Beach 50454; Sat.; L. Marcovits, Business Mgr., 79 Porter St., E. Boston; Nathan Biller, R. S., 201 Essex St., Malden.

Freight Handlers, Joint Council of Railroad. 987

BOSTON — Con.

Washington St.; 2d Tues.; Alexander Ryan, S., 17 Crawford St., Malden.

Hotel and Restaurant Employees International Alliance and Bartenders International League: Joint Executive Board. 1160 Washington St., Tel. Beach 1823; 2d and 4th Fri.; Charles Wilson, Pres., 23 Cortes St.; Donald Evelyn, S. T., 8 Wellington St.

Longshoremen's District Council. Stetson Hall, Hanover and Blackstone Sts.; 1st Sun.; George W. Brady, S. T., 24 Harris St.

Metal Trades Council of Boston and Vicinity. 995 Washington St.; 2d and 4th Fri.; Herman M. Comerford, S., 696 Washington St., Tel. Beach 504; Frank Tully, Pres., 9 Fenwood Rd., Rox.

Metal Trades Department: Charlestown Council (Navy Yard). 66 Main St., Chm.; 2d and 4th Wed.; Walter H. Brown, S., 1079 Boylston St.

Municipal Employees Unions, Joint Council of. Vernon Hall, 1208 Tremont St., Rox.; 3d Wed.; Fred J. Steele, S. T., 19 Wait St.

Painters, Decorators, and Paperhangers District Council No. 41 of Boston. 12 Kneeland St.; Tel. Beach 1173; Thurs.; William F. McCarthy, S. T.; James Templeton and J. A. Boudrot, Business Agents.

Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers: District Council of Boston and Vicinity. Wells Memorial Hall, 987 Washington St.; 1st Sat.; Edward Devine, Pres., 300 Charles St., Malden; Joseph P. Curry, S. T., 447 Summer St., W. Lynn.

Teamsters, Joint Council of. 995 Washington St.; Tel. Beach 55795; 2d and 4th Wed.; Abraham Pearlstein, Pres., 40 Holburn St., Rox.; John T. Kane, S., 115 H St., S. B.

Telephone Workers, Joint Council of (N. E.). 24 Warren St., Rox.; 4th Sun.; Albert H. Nichols, Pres., 115 Josephine Av., W. Som.; George L. Kelly, S. T., 12 Church St., Dor.

Union Label Section: Boston Central Labor Union. St. Andrews Hall, 987 Washington St.; 1st and 3d Fri.; Julius H. Rosblatt, Pres., 995 Washington St.; William Kobs, R. S., 29 Lawn St., Rox.

United Hebrew Trades of Greater Boston. 93 Staniford St., 1st and 3d Wed.; M. Hamlin, F. S., Baker Av., E. Lexington.

Women's Trade Union League of Boston. 919 Washington St., Tel. Beach 5251; 2d Wed.; Miss Julia S. O'Connor, Pres., 26 Marshall St., Medford; Miss Mabel Gillespie, Exec. S.

Central Labor Unions and Local Councils.

Bridgewater.

Central Labor Union. F. C. Sherman, S., Box 142.

BROOKTON.

Allied Printing Trades Council. Oko Club Rm., Main St.; Thura; C. B. Main, Pres.; G. E. Spear, S., 37 Wheeler Av.

Building Trades Council (Brookton and vicinity). 126 Main St., Rm. 26; Fri.; M. W. Brown, Pres., 58 Ellsworth St.; George L. Nickerson, R. S., 113 Huntington St.

Central Labor Union. Eagle Hall, 57 Centre St.; 2d and 4th Wed.; Harry A. Tyler, Pres., 257 Main St.; Frank W. Gifford, R. and C. S., Box 225.

Joint Shoe Council No. 1 (B. & S. W.). Eagle Hall, 57 Centre St.; 1st and 3d Wed.; business office, 68 Main St., Tel. 79; Patrick O. Byrne, Pres.; Michael J. Cohan, S. T.

Teamsters, Joint Council of (Brookton and vicinity). 44 Ward St.; 1st and 3d Tues.; Joseph Dobby, R. S., N. Main St.

CAMBRIDGE.

Central Labor Union. Lower Hall, 681 Massachusetts Av.; 1st and 3d Thurs.; John H. Mahoney, Pres., 45 Cedar St., N. Camb.; Michael D. Collins, R. S., 235 Upland Rd., Cambridge.

CHELSEA.

Central Labor Union. 220 Broadway, Tel. 454-4; 2d and 4th Thurs.; Joseph Z. Greenman, S., 6 Ellsworth St.

CHICOPÉE.

Central Labor Union. A. O. H. Hall, Exchange St.; 3d Sun.; David Hopkins, Pres., 219 School St.; Michael A. Morrissey, S., 39 School St.

FALL RIVER.

Carpenters District Council. 14 Market St., Tel. 145; 2d and 4th Mon.; Byron Briggs, Pres.; Charles H. Percival, R. S., 517 Cambridge St.

Central Labor Union. Mule Spinners Hall, 42 Second St.; 1st and 3d Thurs.; Wright Turner, Pres., 63 Rodman St.; John F. Reagan, R. S., 53 Stetson St.

Textile Council. Weavers Bldg., Second St.; 3d Wed.; business office, 370 Bedford St., Tel. 1580; James Tansey, Pres.; Thomas Taylor, S. and B. A.

FITCHBURG.

Building Trades Council. B. T. C. Hall, 13 Blossom St.; 2d and 4th Fri.; John H. Roche, F. S., 3 Portland St.; Albert Lafrennie, B. A., 59 Tisdale St., Leominster.

Central Labor Union. C. L. U. Hall, 48 Wallace Av.; 1st and 3d Wed.; Charles F. Sweeney, Pres., 6 Walton St.; John H. Roche, F. S. (pro tem.), 3 Portland St.

Framingham.

Central Labor Union. C. L. U. Hall, 12 Howard St.; 1st and 3d Wed.; W. E. Cotter, R. S., 21 Bishop St., Tel. 549M.

Gardner.

Central Labor Union. Barthels Hall, 1 Oak St.; 1st and 3d Sun.; Arista S. Goodwin, Pres., Rosenberg Blk.; Albert Jacques, R. S., 167 Pleasant St.

GLOUCESTER.

Central Labor Union. Yates Hall, 163 Main St.; 2d and 4th Mon.; Christian F. Bocken, Pres., 13 Clarendon St., E. Gloucester; John E. Carrigan, S., 5 Mason Ct.

Greenfield.

Building Trades Department. John S. McIntosh, S., 36 Union St.

HAVERHILL.

Central Labor Union. 2 Gilman Pl., Tel. 1433; 2d and 4th Mon.; Fred M. Knight, Pres.; John Macdougall, S.

Joint Shoe Council No. 2 (B. & S. W.). 2 Gilman Pl., Tel. 2399; Fri.; Fred M. Knight, Pres.; Daniel F. Healey, S. T.

Shoe Workers Protective Unions, District Council of. 47 Locust St., Tel. 2315; 2d and 4th Sat.; S. J. Pothier, Gen. S.; John J. Bowen, B. A.

HOLYOKE.

Building Trades Council. Carpenters Hall, 437 High St., Tel. 705; Fri.; Frank R. Elting, Pres., 2 River Ter.; George H. Lane, S. and B. A.

Carpenters District Council (Holyoke and vicinity). Carpenters Hall, 437 High St., Tel. 705; Tues.; Alfred P. Hamel, R. S., 100 Hampshire St.; George H. Lane, B. A.

Central Labor Union. Carpenters Hall, 437 High St.; 2d and 4th Sun.; business office, 214 Maple St., Tel. 434; Urban Fleming, Pres., 188 Lyman St.; John P. Bleasius, R. S., 34 Hitchcock St., Elmwood, Holyoke.

LAWRENCE.

Allied Printing Trades Council. Essex House; 2d Fri. of Jan., Apr., July, and Oct.; Joseph Marquis, Pres., 52 Brookfield St.; Wilfrid C. Kelley, S. T., 149 Centre St., Methuen.

Allied Trades Council (Building). Labor Hdqtrs., 665 Essex St., Hall No. 2; Wed.; Michael O'Brien, Pres., 293 Hampshire St.; James F. Hughes, S., 260 Hampshire St., Tel. 1877.

Carpenters District Council. Labor Hdqtrs., 665 Essex St., Hall No. 2; 2d and 4th Thurs.; Joseph Labelle, R. S., P. O. Box 363; Mervin J. Boomhower, B. A., 48 Holly St.

Central Labor Union. Labor Hdqtrs., 665 Essex St., Hall No. 1; 2d Wed. and 4th Sun.; William Fogarty, Pres., 422 Lowell St.; William A. Dawson, S., 94 Boxford St., Tel. 1877.

Central Labor Unions and Local Councils.

LOWELL.

Allied Printing Trades Council. Father Mathew Hall, Central St.; 2d Fri.; James A. Flynn, Pres., 12 Cedar St.; John V. Donoghue, S. T., 4 Haseltine St., Tel. 3921W.

Carpenters District Council. Carpenters Hall, Runel's Bldg., Merrimack Sq.; Tel. 2408; 2d and 4th Thurs.; Arthur Ferron, R. S. and F. S., 42 Endicott St.; Michael A. Lee, B. A., 64 Bartlett St.

Local Federation of Shop Employees (B. & M. R.R.). Odd Fellows Hall, 84 Middlesex St., Lowell; 1st and 3d Tues.; Clarence E. Dudley, R. and F. S., 5 Ralph St., Lowell.

Textile Council. 32 Middle St., Tel. 1715; 2d and 4th Fri.; Frank N. Stimpson, R. S., 35 Carolyn St.; Moses L. Daigle, B. A., R. F. D. No. 2.

Trades and Labor Council. Labor Hall, 32 Middle St., Tel. 1715; 1st and 3d Thurs.; Frank Warrnack, Pres., 13 Wameet St.; Thomas J. McGee, R. and C. S., 199 Mt. Hope St.

LYNN.

Building Trades Council. 35 Munroe St., Tel. 2175; 1st and 3d Fri.; Irving C. Bowden, F. S., 36 Orchard St., W. Lynn; L. H. Barrowclough, B. A.

Carpenters District Council (Lynn and vicinity). 62 Munroe St., Tel. 4993; 2d and 4th Fri.; Frank R. Hamm, R. S., 483 Chatham St.; A. W. Clark, B. A., Cross St.

Central Labor Union. Teamsters Hall, 35 Munroe St., Tel. 4125; 2d and 4th Sun.; John H. Murphy, Pres., 86 Cottage St.; William A. Nealey, S., 35 Munroe St.

Joint Shoe Council No. 1 (U. S. W.). 10 Central Sq., Tel. 3796; Fri.; J. T. Clancy, Pres., 144 Lawton Av.; Charles O. Whidden, F. S.

Joint Shoe Council No. 4 (B. & S. W.). Sharon Hall, 61 Exchange St., Tel. 251; 2d Fri.; James F. Lovett, Pres., Box 532; John D. Dulles, B. A., Box 532.

Allied Shoe Workers Council. 158 Market St.; Fri.; W. L. Kelley, S., 132 Adams St.

MALDEN.

Central Labor Union. Pratt Bldg., 56 Pleasant St.; 1st and 3d Fri.; George Hodgkins, Pres., 24 Shapley St., Medford; A. W. Deehan, S. T., 24 Pearl St.

MARLBOROUGH.

Central Labor Union. 5 Burkes Bldg.; 3d Wed.; C. Hamlin, Pres., Belmont St.; R. Harvey Taylor, R. S., 14 Pleasant Ct.

Maynard.

Textile Council. Cannons Hall, Main St.; 1st Tues.; Thomas A. Breck, Pres., Main St.; Emmett J. Thane, R. S., 2 Garfield St.

MEDFORD.

Central Labor Union. United Spanish War Veterans Hall, 38 High St.; 1st Wed.; John L. Perkins, Pres., 85 Winthrop St.; Henry A. Delorey, R. S., 15 Tufts St.

Middleborough.

Central Labor Union. Robinson's Hall, N. Main St.; 2d Thurs.; Michael Baker, Pres., 20 Cambridge St.; Sylvanus L. Brett, R. S., 11 Rock St. Tel. 16 W.

Milford.

Central Labor Union. Carpenters Hall, Lincoln Sq. Bldg.; 1st and 2d Wed.; Milo Lyman, Pres., 1 Prantice Av.; P. J. Dacey, R. S., 30 Main St.

Natick.

Central Labor Union. Winch Bldg., Main St.; Fri.; B. J. Healey, Pres., Morse St.; E. H. Pratt, R. S., 6 Harvard St.

NEW BEDFORD.

Building Trades Council. Theatre Bldg., 251 Union St., Tel. Auto. 1159; 1st and 3d Fri.; Walter Barnes, Pres., 53 Potter St., S. Dartmouth; George I. Sandersen, S. and B. A.

Carpenters District Council. Oliver Bldg., 384 Acushnet Av., Tel. 2990; Thurs.; M. S. Gustley, R. S., 91 Durfee St.; William Nelson, B. A., 728 Kempton St.

Central Labor Union. Labor Temple, 746 Pleasant St.; 2d and 4th Fri.; Arthur N. Harriman, Pres., 169 Rockland St., Tel. Auto. 3562; Joseph H. Pinnington, R. S., 109 County St.

Textile Council. Mule Spinners Hall, 62½ Purchase St.; 2d Fri.; William R. Grindrod, Pres., 1081 Purchase St.; Walter Ellison, R. S., 158 Bonney St.

NEWTON.

Building Trades Council. 251 Washington St., Tel. Newton North 1682M; 2d and 4th Fri.; Edward J. McGrath, Pres.; George Lobiski, R. S., 7 Lake St., Natick.

NORTH ADAMS.

Central Labor Union. Dowlin Bldg., 101 Main St.; 2d and 4th Thurs.; John Cummings, Pres., Liberty St.; E. R. Stein, S. T., 15 Highland Av., Tel. 235W.

Joint Shoe Council No. 21. Dowlin Bldg., 101 Main St.; 1st Thurs.; P. J. Kiley, Pres., 41 Hudson St.; Charles J. Hager, S. T., 192 Ashland St.

NORTHAMPTON.

Central Labor Union. Board of Trade Hall, 59 Main St.; 2d and 4th Wed.; William J. Begley, Pres., 15 Hampton Av.; H. L. McBreen, S., 5 Brewster Ct.

PITTSFIELD.

Allied Printing Trades Council. Shipton Hall, 150 North St.; on call; James E. Reagan, S. T., 202 Lenox Av.

Building Trades Council. Carpenters Hall, 311 North St.; 1st and 3d Mon.; Tel. 444; Joseph Burke, Pres., 18 Grunton Pl.; Matthew E. McDonald, R. S., 84 Plunkett St.

Central Labor Unions and Local Councils.

PITTSFIELD — Con.

Central Labor Union. England Bldg., 124 North St.; 2d and 4th Wed.; Remi Chagnon, S., 41 Melville St.

Metal Trades Council. Metal Trades Council Hall, 124 North St.; Lloyd E. Fillo, Pres., 13 Lake St.; Roger Arringdale, S., Woodlawn Inn.

QUINCY.

Building Trades Council. 22 Johnson Bldg.; Fri.; Thomas H. Fallon, R. S., 130 Glendale Rd.; Fred H. Lord, B. A., 295 Washington St.

Carpenters District Council. Poland Hall, Norfolk Downs; 1st and 3d Tues.; John McLeod, Pres., Wollaston, Mass.; Charles Kolstad, R. S., 17 Pierce St., Atlantic.

Central Labor Union. Wilson Hall, 1453 Hancock St.; 2d and 4th Wed.; Joseph T. Kennedy, R. S., 1 Payne St.

Rockland.

Central Labor Union. B. and S. W. Hall, Union St.; 1st and 3d Mon.; Patrick Caplice, R. S., 109 Reed St.; John M. Gorman, B. A., Howard St.

SALEM.

Building Trades Council, North Shore. 71 Washington St., Tel. Salem 1064 W; 1st Fri.; Charles Collins, Pres., 18 Webb St.; John P. O'Connell, B. A., 176½ Essex St.

Central Labor Union. 71 Washington St.; 1st and 3d Sun.; E. M. Cook, Pres., 11 Hardy St.; John C. Whiting, R. S., 30 Japonica St.

SOMERVILLE.

Central Labor Union. Hill Bldg., Union Sq.; 1st and 3d Fri.; John F. Barr, Pres., 151A Somerville Av.; Andrew H. Crispin, R. S., 31 Chandler St., Tel. 1038W.

SPRINGFIELD.

Allied Printing Trades Council. C. L. U. Hall, 19 Sanford St.; 3d Sun.; Walter J. Page, Pres., 16 Berkley Pl.; William B. Leun, S. T., Box 765.

Building Trades Council: Building Trades Department, A. F. of L. 21 Sanford St., Tel. River 1435; 1st and 3d Tues.; Thomas McCarroll, Pres., 845 Worthington St.; M. Joseph Scanlan, S. T., 14 Lyndale St.

Carpenters District Council (Springfield and vicinity). C. L. U. Hall, 19 Sanford St.; business office, 21 Sanford St., Tel. River 1435; Mon.; A. Jay Bromley, S., 59 Palmer Av.; Thomas McCarroll, B. A., 845 Worthington St.

Central Labor Union. C. L. U. Hall, 19 Sanford St.; business office, 21 Sanford St., Tel. River 1435; 1st Sun.; George H. Wrenn, Pres., 421 Maple St.; W. Lewis Collins, R. and C. S., 17 Windsor St., Tel. 9037M.

SPRINGFIELD — Con.

Teamsters Joint Council No. 53. C. L. U. Hall, 19 Sanford St.; 2d Mon.

WALTHAM.

Central Labor Union. Eagle Bldg., Main St.; 2d and 4th Sun.; Michael Devlin, Pres.; Thomas J. Timmins, R. S., 4 Walnut St.

TAUNTON.

Central Labor Union. C. L. U. Hall, 19 Broadway; 1st and 3d Tues.; Arthur J. Sample, S., 22 Berkeley St., Tel. 1357M; Edward F. Leonard, F. S., Cor. First and Weir Sts.

Carpenters District Council. 7 Jones Bldg., Broadway; 2d Wed.; Alfred E. Shaw, Pres., 88 Washington St.; Walter E. Bassett, S., 48 Jackson St., Tel. 772M.

Westfield.

Building Trades Council. C. L. U. Hall, 112 Elm St.; 1st and 3d Thurs.; John Beauchemin, Pres., 21 Sanford St., Springfield; Charles Wright, F. S. T., P. O. Box 256.

Central Labor Union. C. L. U. Hall, 112 Elm St.; 4th Thurs.; Terence Campbell, Pres., Box 90; Michael J. Ferriter, S., 42 Holland Av.

Metal Trades Council. C. L. U. Hall, 112 Elm St.; 1st Mon.; W. E. Rooney, S., 33 Orange St.

Whitman.

Joint Shoe Council No. 11. Jenkins Bldg., 501 Washington St., Tel. 218M; 1st and 3d Wed.; Patrick Kennelly, Pres., South Av.; George Douglas, S. T., Box 816, Sta. A.

WORCESTER.

Allied Printing Trades Council. Labor Temple, 62 Madison St.; 3d Sun.; W. H. Sullivan, Pres. and B. A., 17 Lagrange St., Tel. Park 2668W; Ralph L. Clarke, S., 31 Moore Av.

Building Trades Council. 62 Madison St., Tel. Park 6821; 2d and 4th Wed.; James E. Heffron, Pres.; Michael F. Garrett, S. and B. A., 3 Hinchman St.

Carpenters District Council. 62 Madison St., Tel. Park 6821; Mon.; A. J. Gagnon, F. S., 119 Lamartine St.; Oliver E. Jonah and Bennett F. Gordon, Business Agents.

Central Labor Union. 62 Madison St., Tel. Park 6821; 1st and 3d Wed.; William H. Thornton, Pres., 11 Richland St.; James E. Heffron, S., P. O. Box 485.

Women's Trade Union League. 85 Oxford St.; 1st Thurs.; Mrs. I. E. Lombard, Pres.; 2 Hatfield St., Miss Rose Yates, S., 40 Belmont St.

IV. LOCAL TRADE UNIONS.

In the following presentation appear the names of the local trade unions arranged alphabetically by cities and towns. Most of the local unions are affiliated with national federations, but a few are entirely independent of any other labor organization. The names of the central labor unions and councils are given in Division III of the directory immediately preceding this division. In every case where the information could be obtained the following facts are given for each union: Name of union, place of meeting, time of meeting, name and address of secretary, name and address of business agent, or, lacking these addresses, the name and address of some other officer authorized to conduct correspondence for the local. Where a special address is not given for a business agent or secretary, he may be addressed at the place of meeting.

Abington.

Boot and Shoe Workers No. 371 (Mixed). Cleverly Hall, 402 North Av., N. Abington; 1st and 3d Thurs.; William P. Mackey, S. T. and B. A., Box 205, N. Abington.

Letter Carriers: Branch No. 1161. Cleverly Hall, 402 North Av., N. Abington; monthly, no special date; Charles L. Burnham, S., 28 Clark St., North Abington.

Adams.

Barbers No. 250. Lacy's Barber Shop, Park St.; last Thurs.; John J. McAndrews, Jr., F. S., Barber Shop, Barrett Hotel.

Bartenders No. 291. Greylock Bldg.; 1st Sun.; James Kiley, S., Greylock House.

Beams and Tapers No. 576. Caledonian Hall Columbia St.; last Tues.; Richard E. Adams, R. S. and B. A., 6 Upton St.

Carpenters No. 395. Germany Hall, Spring St.; Mon.; Frank J. Gamache, R. S., 4 Miller St.; Phillip J. O'Hagerty, B. A., 37 Melrose St.

Letter Carriers: Branch No. 615. Post Office; 1st Mon.; J. H. Hanlon, S., 1 Mooney Ave.

Loomfixers No. 188. Foresters Hall, Collins St.; Fri.; William J. Bennett, R. S., 89 Columbia St.

Mule Spinners (Cotton). Herman Hall, Spring St.; 2d Tues.; Henry Reid, C. S., 16 Richmond St.

Weavers No. 4 (Polish). Polish Weavers Hall, E. Hocomac St.; 1st Tues.; Charles S. Krol, R. S., 15 Hilbert St.

Amesbury.

Carpenters No. 1458. A. O. U. W. Hall; Wed.; E. W. Towne, R. S., 501 Main St.; J. J. Comeau, F. S., 1 Poplar St.

Hat-Finishers Association No. 3, U. S. Wool. K. of C. Hall, Friend St.; 1st Wed.; John J. Flanagan, R. S., 35 High St.

Letter Carriers Branch No. 77. Post Office; 2d Tues.; R. C. Mains, S., 74 Market St.

Metal Polishers, Buffers and Platers No. 47. Workmen's Hall, Elm St.; 1st Fri.; John F. Brown, R. S., 269 Elm St.

Retail Clerks Association. Y. M. C. A. Bldg.; on call; Roy Lane, F. S., 10 Highland St.

Amherst.

Carpenters No. 1803. Cook Bldg., K. of C. Hall, Main St.; 2d and 4th Fri.; George A. Parents, R. S., Pelham Rd.; M. H. Britt, B. A., 7 South Prospect St.

Amherst — Con.

Letter Carriers: Branch No. 598. E. M. Dickinson, S. Painters No. 389. K. of C. Hall, Main St.; Mon.; James M. Miller, S., Box 24.

Andover.

Flax Dressers No. 854. Peter O'Hare, Pres., 2 Brechlin Ter.

Arlington.

Carpenters No. 831. Crescent Hall, Massachusetts Av., Arlington Heights; 1st and 3d Thurs.; W. C. Balsor, R. S., 205 Forest St.; John J. Cogill, B. A., 27 Glen Ct., Malden.

Town Employees No. 837. Hibernian Hall, Chestnut St.; last Fri.; John J. Donohue, S., 114 Warren St.

Ashburnham.

Machinists No. 90. Fairbanks Hall, Main St.; 1st and 3d Wed.; E. H. Chandler, F. S.; J. Briggs, Pres. and B. A.

Athol.

Barbers No. 683. 28 Exchange St.; last Tues.; John L. Moushure, S., 252 South St.

Bartenders No. 87. Union Hall; 1st Sun.; Chas. J. Bates, S. T., Erving House, Erving.

Bricklayers, Masons and Plasterers No. 66. Cooks Bldg., 487 Main St.; 1st Thurs.; Arthur E. Tyler, C. S., 66 Beach St.; Thomas A. Hebert, Pres., 591 Vine St.

Carpenters No. 1069. Lyric Hall, Exchange St.; 2d and 4th Wed.; Arthur L. Twishell, R. S., 150 Prospect St.

Machinists: Athol Lodge No. 760. Moose Hall, 487 Main St.; 1st and 3d Fri.; R. H. Goodwin, R. S., 60 Silver Lake St.

Metal Polishers, Buffers and Platers No. 118. Moose Hall, 487 Main St.; last Mon.; James A. Stone, F. S., 176 Fisk St.

Musicians Protective No. 287. Musicians Hall, 96 Exchange St.; 1st Sun.; Frank E. Weaver, S., 407 Pequoig Av.

Painters No. 778. Lyric Hall, Exchange St.; 1st and 3d Wed.; L. J. Brimmer, R. S., 1758 Main St.

Retail Clerks No. 658. Hayden's Restaurant; on call; Louis E. Fiset, S. and B. A., 216 Prospect St.

Typographical No. 687. (See Greenfield.)

Local Trade Unions.

ATTLEBORO.

Bricklayers, Masons and Plasterers No. 86. Emmet Hall, Park St.; 2d Wed.; Charles H. Stafford, S., 276 Oak Hill Av., R. F. D. No. 4.
Jewelry Workers No. 18. James H. Crowell, Pres., 1 Gifford Blk.
Letter Carriers: Branch No. 441. Post Office, South Main St.; 2d Mon.; Clarence E. Merriam, S., 7 Payson St.
Plumbers and Steamfitters No. 239. A. O. H. Hall, County St.; 4th Mon.; J. L. Slattey, F. S., 25 E. Fourth St.
Street and Electric Railway Employees No. 22. (See WORCESTER.)

AVON.

Boot and Shoe Workers No. 275 (Mixed). Butlers Hall, Avon Sq.; 1st and 3d Thurs.; Minot A. Burrell, B. A., Box 556, Randolph.

AYER.

Railroad Workers: Ayer Lodge No. 134. G. A. R. Hall, Washington St.; 2d Wed.; Charles L. Washburn, S. T. and B. A., Box 717.

BARRE.

Wool Sorters No. 4 (South Barre). Columbia Hall, S. Barre; 1st Fri.; Robert H. Dolan, R. S., Box 363, S. Barre.

BEVERLY.

Bricklayers, Masons and Plasterers No. 40. Lasters Hall, Cabot St.; 1st and 3d Tues.; E. A. Upton, C. S. and B. A., 6 Magnolia St.
Carpenters No. 278. Webbers Hall, Cabot St.; Fri.; R. W. Wallace, R. S., 153 Cabot St.; Louis E. Dumas, 71 Washington St., Salem.
Electrical Workers No. 259. (See SALEM.)
Last Makers No. 14904. Burnham Hall, 131 Cabot St.; 1st and 3d Mon.; George H. Warren, S. and B. A., 13 Clovelly St., Lynn.
Lasters No. 12 (U. S. W.). Lasters Hall, Cabot St.; Fri.; Patrick J. Buckley, F. S. and B. A., 178 Essex St., Salem.
Letter Carriers: Branch No. 585. George E. Knowles, S.
Painters, Decorators and Paperhangers No. 333. Burnham Hall, Hale St.; Thurs.; Thomas McKennie, R. S., 171 Hart St., Beverly Farms; Edward J. Griffin, B. A., 71 Washington St., Salem.
Plumbers No. 138. (See SALEM.)
Stockfitters No. 29 (U. S. W.). (See SALEM.)
Team Drivers No. 249. William J. Pierson, S. T., 39 Lovers Leap Av., Lynn.
Turn Workmen No. 6 (S. W. P.). 129 Cabot St.; Fri.; S. J. Pothier, S., 47 Locust St., Haverhill; John F. Bowen, B. A.

BOSTON.¹

Actors. (See *White Rats Actors No. 10.*)
Ambulance Drivers. (See *Teamsters No. 53.*)
Art Glass Workers. (See *Painters No. 543.*)
Artificial Stone and Asphalt Workers No. 534. 386 Harrison Av.; 1st and 3d Fri.; John Carroll, B. A.
Artificial Stone Makers No. 15325. J. E. Duchini, S., 317 Norfolk Av.
Asbestos Workers. (See *Insulators and Asbestos Workers No. 6.*)
Bakers No. 7. St. Andrews Hall, 987 Washington St.; 2d and 4th Sat.; James J. Jacobs, B. A.
Bakers No. 45 (Hebrew). Shapiro Hall, 38 Causeway St.; 2d and 4th Fri.; Bernard Reismann, S., 107 Brunswick St., Dor.; Israel Freedman, B. A., 161 Howard Av., Rox.
Bakers No. 124. Unity Hall, 724 Washington St.; 1st and 3d Sat.; Ernest Lens, R. S. and B. A., 74 Day St., Rox.
Barbers No. 122. Barbers Hall, 995 Washington St.; 1st and 3d Tues.; Joseph F. Donovan, C. and F. S.; John B. Manganaro, B. A.
Barbers No. 666 (Italian). 170 Hanover St.; 1st Thurs.; Hugo Bololi, F. S., 43 Portland St.
Bar tenders No. 77. 386 Harrison Av.; 2d and 4th Sun.; John W. Conley, S. T., 183 Court St., Richard W. Garrity and Thomas H. Gerraughty; Business Agents.
Bath Department Employees No. 15456. Phoenix Hall, 724 Washington St.; 2d Sun.; Benjamin G. Austin, R. S., 262 Bremen St., E. B.; Henry W. Walter, Treas., 4 Noble Ct., E. B.
Ben Franklin Assembly No. 5483 (Sanitary and Street Cleaning Department Employees). Deacon Hall, 1651 Washington St.; 2d and 4th Sun.; John Kennedy, R. S., 148 Putnam St., E. B.
Bevelers and Polishers No. 704 (Painters). Naomi Hall, 724 Washington St.; 1st and 3d Tues.; John E. Stack, R. S., 29 Valley St., Everett.
Bill Posters and Billers No. 17. Moving Picture Operators' Hall, 119 Pleasant St.; 3d Sun.; William C. Lamont, C. S., 6 Codman Hill St.; Richard M. Armstrong, B. A., Revere.
Bindery Women's Union No. 56. (See *Bookbinders No. 56.*)
Blacksmiths No. 105. 995 Washington St.; 2d and 4th Sun.; Andrew J. Curran, S., 64 Grove St., Somerville, Tel. 5171M.
Blacksmiths: Essex Lodge No. 489 (B. & M. R.R.). Blackstone Hall, 133 Blackstone St.; 4th Fri.; Joseph M. Souter, R. S., 39 Mystic Av., Melrose; Finlay MacKenzie, B. A., 29 Teele Av., Somerville.
Boiler Makers No. 250. Naomi Hall, 724 Washington St.; 1st and 3d Fri.; Harry J. Rapley, R. and C. S., 15 Minden St., Rox.

¹ Abbreviations for Sections of Boston: Alla. for Allston; Br. for Brighton; Chsn. for Charlestown; Dor. for Dorchester; E. B. for East Boston; H. P. for Hyde Park; J. P. for Jamaica Plain; Mat. for Mattapan; Nep. for Neponset; Ros. for Rosindale; Rox. for Roxbury; S. B. for South Boston; W. Rox. for West Roxbury.

Local Trade Unions.

BOSTON — Con.

Boiler Makers: *University City Lodge No. 515.* Blackstone Hall, 336 Blackstone St.; 1st and 3d Fri.; John P. Grant, F. and C. S., 129 Spring St., E. Cambridge.

Boiler Makers No. 585 (East Boston). Homestead Hall, 724 Washington St.; 1st and 3d Thurs.; Daniel B. McInnes, C. S., 263 Webster St., E. B.

Bookbinders No. 16. Investigator Hall, 9 Appleton St.; 4th Tues.; William H. Murphy, S., 354 Old South Bldg.

Bookbinders No. 56 (Women). 606 Old South Bldg.; 3d Wed.; Miss Anna O'Gara, R. S., 574 Broadway, Somerville.

Boot and Shoe Workers No. 229 (Mixed). Dwight Hall, 514 Tremont St.; 2d and 4th Thurs.; Frank E. Cook, F. S. and B. A.

Boot and Shoe Workers No. 308 (Leather Handlers). Wells Memorial Bldg., 987 Washington St.; 4th Sun.; Martin J. McGuire, F. S. and B. A., 41 Mallet St., Dor.

Boot and Shoe Workers No. 380 (Shoe Repairers). 694 Washington St.; 4th Sun.; T. H. O'Neil, S. T., 100 Washington St., Brookline.

Boot and Shoe Workers No. 518 (E. B.). Meridian Hall, 163 Meridian St., E. B.; 1st Wed.; Miss Jennie O'Connor, S., 80 W. Newton St., Boston.

Bottlers and Drivers No. 122. (See *Brewery Workmen No. 122.*)

Bottle Sorters and Washers No. 15292. 93 Stanfird St.; 2d and 4th Sat.; John Fonstein, F. S., 5 Stanfird St.

Brass Bed Workers No. 101 (See *Metal Polishers No. 101.*)

Brass Molders and Brass Coremakers No. 468. (See *Molders No. 468.*)

Brewery Workmen No. 14 (German). Arbeiter Hall, 24 Amory Av., Rox.; 1st and 3d Sun.; Konrad Young, S. and B. A., 1117 Columbus Av., Rox.

Brewery Workmen No. 29 (English). Hibernian Bldg., 184 Dudley St.; 2d and 4th Sun.; William E. Ward, S. and B. A., 1104 Columbus Av., Rox.

Brewery Workmen No. 122 (Bottlers and Drivers). Kossuth Hall, 1095 Tremont St., Rox.; 2d Sun. and 4th Fri.; Michael J. Hines, S. and B. A., 1117 Columbus Av., Rox.

Bricklayers Benevolent and Protective No. 3. B. T. C. Hall, 386 Harrison Av.; Thurs.; John A. Ryan, F. S., 28 Boylston St., J. P.; John T. Walsh, B. A., 156 Richdale Av., N. Cambridge.

Bricklayers No. 27. Boston Hall, 1096 Tremont St.; 2d and 4th Tues.; Joseph Gleason, C. S., 1485 Fremont St., Rox.; John T. Walsh, B. A., 156 Richdale Av., N. Cambridge.

Bridge and Structural Iron Workers. No. 7. (See *Housemiths and Bridgemen No. 7.*)

Bridge Tenders No. 12333. St. Andrews Hall, 987 Washington St.; 4th Thurs.; Francis F. Morse, S. T., 16 Mystic St., Cham.

Building Laborers. (See *Hod Carriers and Building Laborers.*)

Cabinet Makers and Mill Men No. 1224. (See *Carpenters No. 1224.*)

BOSTON — Con.

Cable Splicers No. 396. (See *Electrical Workers No. 396.*)

Can Makers No. 1008. 141 Richmond St.; 1st and 2d Fri.; Felix Book, R. S., 1043 Washington St.

Cap Cutters and Blockers No. 38. (See *Cloth Hat and Cap Makers No. 38.*)

Car Upholsterers No. 118. (See *Upholsterers No. 118.*)

Car Workers. (See *Railroad Workers.*)

Car and Locomotive Painters No. 338. (See *Painters No. 338.*)

Card Machine Operators No. 514. Usually at U. S. Hotel; annually in April; Richard Turner, Pres. and B. A., N. Andover, Mass.; John Q. Jordan, Treas., Leicester, Mass.

Cargo Hoisters and Operators Sub-Local 4A. Stetson Hall, 179 Blackstone St.; 4th Wed.; William Snyder, F. S., 298 Princeton St., E. B.

Carpenters No. 33. Wells Memorial Bldg., 987 Washington St.; Mon.; Charles J. Gallagher, R. S., 61 Maywood St., Rox.; A. McBride, B. A., 30 Hanover St.

Carpenters No. 67 (Roxbury). O'Reilly Hall, 184 Dudley St., Rox.; Wed.; Frank L. Paine, S., 17 Bow St., Arlington Heights; John M. Devine, B. A.

Carpenters No. 102 (Bridge and Building) (Hyde Park). Unity Hall, 724 Washington St.; 4th Wed.; William E. Pearson, Pres., 20 North St., Middleborough.

Carpenters No. 218 (East Boston). 18 Central Sq., E. B.; Tues.; William N. Thornton, R. S., 429 Chelsea St., E. B.; C. H. Morrison, B. A., 16 Pope St., E. B.

Carpenters Union No. 386 (Dorchester). Music Hall, Fields Cor., Dor.; Tues.; Embert W. LeLacheur, S., 116 Park St., Dor.; James E. Eaton, B. A., 274 Beach St., Wollaston.

Carpenters No. 394 (Cigar Box Makers). Sarsfield Hall, 184 Dudley St., Rox.; 3d Mon.; Walter C. Wells, R. S., 4 Downer Ct., Dor.

Carpenters No. 802 (Hyde Park). Lyrio Hall, Everett Sq., H. P.; Wed.; James MacNaught, R. S., 985 River St., H. P.

Carpenters No. 889 (Brighton). Woods Hall, Market St., Br.; Fri.; Peter Halloran, R. S., 11 Chestnut Hill Av., Br.; Edward T. MacNeill, F. S. and B. A., 9 Warland St., Cambridge.

Carpenters Union No. 938 (West Roxbury). Fairview Hall, 33 Poplar St., Rox.; Tuesday; Norman R. McLeod, R. S., 9 Prospect Av., Ros.; James Gauld, B. A., 178 Washington St., Brookline.

Carpenters Union No. 954 (Hebrew). Shapiro Bldg., 38 Causeway St.; Mon.; Harry Levine, F. S.; M. Goodman, B. A., 73 Allen St.

Carpenters No. 959 (Mattapan). Associate Hall, Mattapan Sq.; Mon.; Louis W. Kent, R. S., 74 Hollingsworth St., Mat.; James E. Eaton, B. A., 274 Beach St., Wollaston.

Carpenters No. 1066 (Floorlayers). Blatchford Hall, 987 Washington St.; Tues.; B. R. Bradshaw, R. S., 2992 Washington St., Rox.; John McNeill, B. A., 16 Massasoit St., Mat.

Local Trade Unions.

BOSTON — Con.

Carpenters No. 1393 (Wharf and Bridge). Carpenters Hall, 30 Hanover St.; Mon.; Edward Behenna, R. S., Seymour Coffin, B. A.

Carpenters No. 1410 (Shop and Mill Men). 30 Hanover St.; Mon.; Simpson Booth, R. S.; James Feeley, B. A.

Carpenters No. 1543 (Car Builders, N. Y., N. H. & H. R.R.) (Hyde Park). 694 Washington St.; 3d Thurs.; Sinclair Cormack, S., 11 Lookwood St., H. P.

Carpenters No. 1573 (Stair Builders). 30 Hanover St.; 2d and 4th Wed.; George E. Haskins, R. S., 89 Willett St., Wollaston.

Carpenters No. 1671 (Ship) (East Boston). 19 Border St., E. B.; Mon.; Frank Winsor, R. S., 49 Putnam St., E. B.; R. E. H. Ebeary, F. S., 7 Howard Sq., Cham.

Carpenters No. 1778 (Building and Bridge). (See TAUNTON.)

Carpenters No. 1824 (Cabinet Makers and Mill Men). 30 Hanover St.; Tues.; Edwin Stetefeld, R. S., 36 Radcliffe Rd., Somerville; Evald Thulin, B. A.

Carpenters No. 2501. Paine Memorial Bldg., 9 Appleton St.; 1st and 3d Mon.; Alexander Duncan, S., 457 Concord Av., Cambridge.

Carpenters No. 2508. Lusitania Hall, 164 Hanover St.; 1st and 3d Mon.; D. T. Jardine, S., 33 Teels Av., W. Somerville.

Carpenters No. 2503. Dudley St. Opera House; alt. Fri.; John Fletcher, S., 284 Fuller St., Dor.

Carpet Mechanics No. 109. (See Upholsters No. 109.)

Carriage Drivers and Chauffeurs No. 186. (See Teamsters No. 186.)

Carriage, Wagon, and Automobile Workers No. 9. Wells Memorial Bldg., 987 Washington St.; 2d and 4th Wed.; Roderick Innis, F. S., 49 Grove St., W. Somerville.

Cement Workers No. 534. (See Artificial Stone and Asphalt Workers No. 534.)

Cemetery Department Employees No. 260. Wells Memorial Hall, 987 Washington St.; 4th Thurs.; George J. Duffy, R. S., 553 Hyde Park Av., Ros.

Chandelier Workers No. 99. (See Metal Polishers No. 99.)

Chauffeurs and Teamsters No. 394. (See Teamsters No. 394.)

Cigar Box Finishers No. 15333. Boys Club, Dudley St.; 2d Fri.; Lissie O'Brien, S., 87 Pearson Rd., Som.

Cigar Box Makers No. 394. (See Carpenters No. 394.)

Cigar Factory Tobacco Strippers No. 8166. Appleton Hall, 9 Appleton St.; 2d Thurs.; Miss Agnes Gallagher, R. S., 123 Second St., Cambridge.

Cigar Makers No. 87. Investigator Hall, 11 Appleton St.; 2d and 4th Fri.; Henry Abrahams, S.; A. Vellman, Pres.

City Chauffeurs No. 60. (See Teamsters No. 60.)

City Firemen No. 15394. Commercial Hall, 694 Washington St.; 3d Thurs.; Daniel J. Looney, S., 61 Rosedale St., Dor.

Clerks. (See Retail Clerks.)

Cloak and Skirt Makers No. 56. (See Garment Workers No. 56, Ladies.)

BOSTON — Con.

Cloth Hat and Cap Makers No. 7 (Operators). 724 Washington St.; Sat.; Nathan Cohen, C. S., 73 Campbell Av., Revere; Julius Linden, B. A.

Cloth Hat and Cap Makers No. 38 (Cap Cutters and Blockers). Naomi Hall, 724 Washington St.; 2d and last Mon.; H. W. Adelman, F. S., 12 Spevak Ter., Malden; H. Shuman, B. A., 176 Arlington St., Chelsea.

Clothing Cutters and Trimmers (Independent). Elks Hall, 26 Hayward Pl.; 2d Tues. and 4th Wed.; John J. Hayes, Clerk, 127 Mountain Av., Revere; Joseph F. Barry, B. A., 29 Bowdoin St., Dor.

Clothing Workers No. 1, Amalgamated (Italian and Jewish). Phoenix Hall, 724 Washington St.; Tues.; L. Marcovits, Mgr.; H. Levine, M. Dusevico, and Thomas Morelli, Business Agents.

Clothing Workers No. 25, Amalgamated (Custom Tailors). 93 Staniford St.; Tues.; L. Marcovits, Mgr., 724 Washington St.; H. Levine, M. Dusevico, and Thomas Morelli, Business Agents.

Clothing Workers No. 149, Amalgamated (Coat Makers, Lithuanian). Lithuanian Hall, Cor. E. and Silver Sts., S. B.; 2d and 4th Thurs.; L. Marcovits, Mgr., 724 Washington St.; H. Levine, M. Dusevico, and Thomas Morelli, Business Agents.

Clothing Workers No. 150, Amalgamated (Overall Workers). 93 Staniford St.; 1st and 3d Wed.; L. Marcovits, Mgr., 724 Washington St.; H. Levine, M. Dusevico, and Thomas Morelli, Business Agents.

Clothing Workers No. 171, Amalgamated (Coat and Piece Pressers). Temple Hall, 724 Washington St.; Mon.; L. Marcovits, Mgr.; H. Levine, M. Dusevico, and Thomas Morelli, Business Agents.

Clothing Workers No. 172, Amalgamated (Vest Makers). 93 Staniford St.; Mon.; L. Marcovits, Mgr., 724 Washington St.; H. Levine, M. Dusevico, and Thomas Morelli, Business Agents.

Clothing Workers No. 173, Amalgamated (Pants Makers). Swarts Hall, 15 Leverett St.; Wed.; L. Marcovits, Mgr., 724 Washington St.; H. Levine, M. Dusevico, and Thomas Morelli, Business Agents.

Clothing Workers No. 267, Amalgamated (Sheepskin Coat Makers). Institute Hall, 66 Chambers St.; 1st and 3d Wed.; Samuel Geldeon, R. S., 3 Sea Foam Av., Winthrop.

Clothing Workers. (See also Garment Workers.)

Coal Handlers No. 831. (See Longshoremen No. 831.)

Coal Hoisting Engineers No. 74. (See Steam Engineers No. 74.)

Coal Teamsters and Helpers No. 68. (See Teamsters No. 68.)

Coat Makers No. 1. (See Garment Workers No. 1, United.)

Coat Makers No. 149 (Lithuanian). (See Clothing Workers No. 149, Amalgamated.)

Commercial Portrait Artists No. 15896. Committee Room, 987 Washington St.; 1st and 3d Tues.; Ernest B. Wardner, R. S., 143 Warren Av.; Otto Bruch, B. A., 114 Spring St., Medford.

Local Trade Unions.

BOSTON — Con.

Commercial Telegraphers No. 4. Commercial Hall, 604 Washington St.; 4th Mon.; F. F. Feltus, Pres., 197 Townsend St., Rox.; W. T. Yetman, S. T., 146 Hillside St., Rox.

Compositors No. 13. (See *Typographical No. 13.*)

Cooks and Stewards. (See *Marine Cooks and Stewards Association.*)

Coopers No. 27 (Black Barrel). Dahlgren Hall, Silver and E Sts., S. B.; 2d and last Thurs.; Morris Cashman, C. S., 301 W. Broadway, S. B.

Coopers No. 53 (Tight Bbl.) (Not including brewery work). 141 Richmond St.; 3d Wed.; John E. Kelly, S., P. O. Box 63, Franklin Park.

Coopers No. 59 (Brewery). Kosuth Bldg., 1005 Tremont St.; 3d Mon.; James J. Doyle, S., 615 South St., Ros.

Coppersmiths No. 98. Unity Hall, 724 Washington St.; 1st and 3d Wed.; Louis W. Roth, R. S., 199 Lexington St., E. B.; Harry Snarberg, B. A., 26 Walter St., Som.

Coremakers. (See *Molders No. 423 and No. 428, Braze.*)

Creamery Workers No. 14590. Wells Memorial Hall, 987 Washington St.; 2d and 4th Fri.; Joseph Glynn, 91 Burrill St., Rox.

Custom Tailors No. 25. (See *Clothing Workers No. 25.*)

Cutters No. 78. (See *Shoe Workers No. 73, U. S. W.*)
Cutters and Trimmers No. 98. (See *Garment Workers No. 98, United.*)

Department Store Drivers and Chauffeurs No. 394. (See *Teamsters No. 394.*)

Drawmen, Railroad. Draw No. 1, North Union Station; 2d Fri.; Wilford H. Cushing, C. S. and Legislative Agent, 390 Charles St.

Drug Clerks. (See *Retail Clerks No. 23.*)

Dry Goods Clerks No. 796. (See *Retail Clerks No. 796.*)

Electrical Workers No. 1A. (See *Telephone Operators No. 1A.*)

Electrical Workers No. 8A (Clerical Employees). Hibernian Hall, 184 Dudley St.; 1st and 3d Mon.; Miss B. E. Dempsey, F. S., 481 Columbia Rd., Dor.; Miss Mary J. O'Connell, R. S., 199 Chestnut Av., J. P.

Electrical Workers No. 103 (Insidemen). Wells Memorial Hall, 987 Washington St.; Wed.; J. W. O'Donnell, R. S.; E. L. Dennis, B. A., 65 Woodford St., Dor.; John Smith, B. A.

Electrical Workers No. 104 (Linemen). 995 Washington St.; Wed.; A. J. MacNeil, R. S.; J. A. McGarry, B. A., 42 E. Central St., Natick.

Electrical Workers No. 148 (Telephone Installers). Rathbone Hall, 24 Warren St., Rox.; Fri.; John A. Donoghue, Gen. S.

Electrical Workers No. 208 (Clerical Employees). O'Reilly Hall, 184 Dudley St., Rox.; 1st and 3d Mon.; William C. Crane, R. S., 32 Briggs St., Wollaston.

Electrical Workers No. 396 (Cable Splicers). Wells Memorial Hall, 987 Washington St.; 1st and 3d Wed.; George M. Loux, R. S., 37 Harbor View St., Dor.

BOSTON — Con.

Electrical Workers No. 503 (Fixture Fitters and Hangers). 55 Hanover St.; 2d and 4th Mon.; George A. Deans, R. S., 9 Appleton St., Atlantic; Henry Cahill, B. A., 53 Hanover St.

Electrical Workers No. 717 (Shop). Wells Memorial Hall, 987 Washington St.; 1st and 3d Tues.; Joseph J. O'Donnell, R. S., 16 Vale St., S. B.

Electrotypers No. 11. Harmony Hall, 724 Washington St.; 2d Wed.; Malcolm T. McDonald, R. S., 74 Lincoln St., W. Medford; Martin J. Casey, B. A., 54 Neponset Av., Dor.

Elevator Constructors No. 4. B. T. C. Hall, 396 Harrison Av.; 2d and 4th Thurs.; John C. McDonald, S. and B. A.

Elevator Operators, Porters, Janitors, and Watchmen No. 14816. Blatchford Hall, 987 Washington St.; 1st and 3d Mon.; R. E. McDonough, S., 133 Hyde Park Av., Forest Hills.

Engineers. (See *Steam Engineers and Locomotive Engineers.*)

Engineers, Amalgamated Society of: Boston Branch No. 935. Wells Memorial Bldg., 987 Washington St.; alt. Sat.; Samuel Hellewell, S., 27 Beech Glen St., Rox.

Excavators, Sand, Brick, Stone, Lime, and Cement Teamsters No. 379. (See *Teamsters No. 379.*)

Federal Labor No. 3817. (See *Metropolitan Water and Sewer Works Employees.*)

Federal Employees No. 15385. 987 Washington St.; 3d Fri.; W. H. Bond, S., 244 Mt. Vernon St., Dedham.

Ferry Employees No. 625 (Gatemen). South Ferry, E. B.; 2d Mon.; Frank N. Magee, Pres., 75 Webster St., E. B.; James E. Green, S., 17 Sturbridge St., Mat.

Firemen and Enginemen. (See *Locomotive Firemen and Enginemen.*)

Fishermen's Union, New England Coast. 1½ Lewis St.; Tues.; W. H. Brown, S., 3 Long Wharf.

Fixture Fitters and Hangers No. 503. (See *Electrical Workers No. 503.*)

Floorlayers No. 1086. (See *Carpenters No. 1086.*)

Franklin Association No. 18 (Press Feeders and Helpers). Hayward Assembly Rooms, 24 Haywood Pl.; 2d Thurs.; Michael S. Cooney, S. T. and B. A., 39 Court St.

Freestone Cutters Association. (See *Stone Cutters Association, Journeymen.*)

Freight Clerks Assembly No. 1793 (B. & M. R.R., Charlestown). Owls Hall, 66 Main St., Chm.; 2d Mon. and 4th Sun.; Thomas Cook, Clerk, 14 Trenton St., Chm.

Freight Handlers and Clerks No. 80 (B. & A. R.R.). Paine Memorial Hall, 9 Appleton St.; 2d and 4th Sun.; M. J. Courtney, R. S., 9 Holts Av., Somerville.

Freight Handlers Assembly No. 628: K. of L. (N. Y., N. H. & H. R.R.). St. Omer Hall, 376 Broadway, S. B.; 2d and 4th Sun.; James Yetman, R. S.

Freight Handlers No. 809, Dock. (See *Longshoremen No. 809.*)

Freight Handlers, No. 822, East Boston Dock. (See *Longshoremen No. 822.*)

Local Trade Unions.

BOSTON — Con.

Freight Handlers No. 5578: K. of L. (B. & M. R.R.). Hibernian Hall, Union St., Chem.; 2d and 4th Sun.; Denis McCarthy, R. S., 287 Charles St., Malden.

Fur Workers No. 30. Pilgrim Hall, 604 Washington St.; 2d and 4th Sat.; Benjamin Lederman, Pres., 85 Bernard St., Dor.

Garment Workers No. 7 (Waterproof). Shapiro Hall, 38 Causeway St.; Wed.; Henry D. Cohen, C. S., Mgr. and B. A., 20 Haselwood St., Malden.

Garment Workers No. 12, Ladies (Skirt and Cloak Pressers). Barton Hall, 724 Washington St.; Sat.; Jacob Glassman, R. S., 12 Walnut Pl., Revere.

Garment Workers No. 24, Ladies (Skirt and Dress-makers). 724 Washington St.; Mon.; William Shawmut, S. T., 65 Malden St., Everett.

Garment Workers No. 36 (Ladies' Tailors). 8 Lovering Pl.; Mon.; J. Brisson, F. S., 39 Browning Av., Rox.

Garment Workers No. 49, Ladies (Shirt Waist Makers). Naomi Hall, 724 Washington St.; Wed.; Joe Saynets, S. and B. A.

Garment Workers No. 56, Ladies (Coat Makers). 694 Washington St.; Mon.; Miss Dora Davis, F. S.; Abram Rosenberg, Bus. Mgr., 230 Tremont St.

Garment Workers No. 78, Ladies. (Garment Cutters). 8 Lovering St.; Tues.; Abraham Finkelstein, S. T.; Hymen Hurwitz, B. A., 241 Tremont St.

Garment Workers No. 1, United (Coat Makers). Pilgrim Hall, 604 Washington St.; Mon.; Nathan Sidlofsky, S. and B. A.

Garment Workers No. 99, United (Cutters and Trimmers). Elks Assembly Rooms, 24 Hayward Pl.; 3d Tues.; Harry Cohen, S., 24 Havelock St., Mat.; James Mohan, B. A., Mt. Hope.

Garment Workers No. 163, United (Overall Workers). Harmony Hall, 724 Washington St.; 1st and 3d Wed.; Martin J. Shannan, Pres. and B. A., 61 Wareham St.; Miss Elisabeth Kelly, S., 97 Partridge Av., Winter Hill.

Gas Fitters, Fixture Fitters and Hangers No. 175. B. T. C. Hall, 386 Harrison Av.; 1st and 3d Mon.; Benjamin Osgood, R. S., 33 Alaska St., Rox.; James J. Logan, B. A., 43 Jackson St., N. Cambridge.

Gas Inspectors No. 15908. 67 Warren St., Rox.; Wed.; Timothy J. Horgan, F. S. and T., 765 Columbia Rd., Dor.

Gas Inspectors No. 15908. 67 Warren St., Rox.; 1st Fri.; Timothy J. Horgan, F. S. and T., 765 Columbia Rd., Dor.

Gas Workers No. 14508. (See Meter Workers No. 14508.)

Glass Workers, Art. No. 543. (See Painters No. 543.)

Glaniers No. 1044. (See Painters No. 1044.)

Glove Workers No. 26 (Table Cutters). 1st Tues.; Konrad Schreffler, S., 354 E. 8th St., S. B.

Gold Beaters No. 14937. Unity Hall, 724 Washington St.; 1st Thurs.; John W. Rudin, F. and R. S., 552 Hyde Park Av., Ros.

Government Employees No. 31, National League of. M. N. Van Steinsburg, S., 216 Elm St., Everett.

BOSTON — Con.

Granite Cutters: Boston Branch. 724 Washington St.; 3d Thurs.; William McCartney, S., 53 Gates St., S. B.

Grocery and Provision Clerks No. 1513. (See Retail Clerks No. 1513.)

Grocery Shipping Clerks No. 15371 (Wholesale). Hibernian Bldg., 24 Dudley St.; 2d Thurs.; Timothy H. Cronin, S., 47 E. Cottage St., Dor.

Hardwood Finishers No. 1074. (See Painters No. 1074.)

Harness Makers No. 106. (See Leather Workers on Horse Goods No. 106.)

Hat Trimmers Association. 919 Washington St.; on call; Miss Lida M. MacFeters, Pres., 603 Massachusetts Av.

Hat Workers No. 14996, Ladies Straw. 24 Haywood Pl.; 2d and 4th Tues.; Miss Hazel M. Eagles, S., 22 Brewer St., Cambridge.

Hatters No. 6. Wells Memorial Bldg., 987 Washington St.; on call; Henry J. Langeller, S., 118 Franklin Av., Wollaston; Charles Morris, B. A., 15 Warrenton St.

Highway Department Foremen No. 15506. Quincy House; 1st Mon.; James A. Guthrie, S., 638 E. 7th St., S. B.

Highway Department Workers No. 1. Vernon Hall, 1284 Tremont St., Rox.; 2d and 4th Fri.; M. F. O'Brien, S. T., 307A Warren St., Rox.

Highway Division Employees. (See Sub-Foremen's Association.)

Hod Carriers and Building Laborers No. 60 (Marble Setters Helpers). 97 N. Washington St.; 2d and 4th Fri.; Antonio Del Po, F. S., 240 Maverick St., E. B.

Hod Carriers and Building Laborers No. 154 (Plasterers' Tenders). Odd Fellows Hall, 8 Warren St., Rox.; 1st and 3d Sun.; William Ganey, B. A., 14 Blue Hill Av.

Hod Carriers and Building Laborers No. 209 (Italian). Faneuil Hall, Faneuil Hall Sq.; 2d and 4th Sun.; Daniele Scipione, C. S., 81 Canal St.; Louis Agrippino, 301 North St. and John Perotti, 93 Charter St., Business Agents.

Hod Carriers and Building Laborers No. 223. Building Trades Hall, 386 Harrison Av.; 1st and 3d Sun.; John Heffernan, R. S., 28 Carver St.; Daniel Sullivan, B. A., 19 Oregon St., Rox.

Hoisting and Portable Engineers No. 4. (See Steam Engineers No. 4.)

Horse and Cattle Fitters No. 237 (Longshoremen). 66 Main St., Chem.; 1st and 3d Sun.; John J. Creedon, R. and C. S., 42 Pleasant St., Chem.

Horsehoers No. 5 (Journeyman). Wells Memorial Bldg., 987 Washington St.; 1st and 3d Mon.; Patrick J. Donelan, R. S., 1 Atherton Pl., Rox.

Hotel and Restaurant Employees No. 34. 1160 Washington St.; 2d Wed. and 4th Tues.; Christopher Lane, S. T.; John J. Kearney and John C. Lynch, Business Agents.

Hotel and Restaurant Employees No. 77. (See Bartenders No. 77.)

Hotel and Restaurant Employees No. 112 (Waitresses). 1160 Washington St.; 2d Wed. and 4th Sun.; Bessie C. Irving, S. and B. A., 119 Pleasant St.

Local Trade Unions.

BOSTON — Con.

- House and Ship Painters No. 408.* (See *Painters No. 408.*)
- Housewives and Bridgemen No. 7.* United. Phythian Hall, 987 Washington St.; Mon.; Humphrey B. Sullivan, R. S., 35 E. Canton St.; Leonard B. Chadwick, B. A., 56 Batavia St.
- Industrial Workers No. 121.* (See *Workers International Industrial Union No. 121.*)
- Inside Wiremen No. 103.* (See *Electrical Workers No. 103.*)
- Inspectors Protective Association.* Rathbone Hall, 694 Washington St.; 3d Sun.; Francis J. Dowd, S. T., 6 Leroy St., Dor.
- Insulators and Asbestos Workers No. 6.* Rathbone Hall, 694 Washington St.; Wed.; Joseph R. Dority, C. S., Box 2179.
- Interior Freight Handlers and Warehousemen No. 80.* (See *Freight Handlers and Clerks No. 80.*)
- Iron Molders No. 108.* (See *Molders No. 108.*)
- Janitors Association (Public Schools).* Roxbury Hall, 67 Warren St., Rox.; 2d and 4th Sat., except July and Aug.; William M. Kendriksen, S. T. and B. A., 9 Eliot St., J. P.
- Janitors and Choremot No. 14936* (Apartment House). 995 Washington St.; 1st and 3d Thurs.; A. Sampson, R. S., 30 Killyth Rd., Brookline; William P. O'Donnell, B. A., 25 Aberdeen St.
- Ladies Garment Cutters No. 73.* (See *Garment Workers No. 73, Ladies.*)
- Lamplighters No. 11945.* Russell Hall, 1651 Washington St.; 1st Mon.; William P. Carpenter, R. S., 22 Clive St., J. P.
- Lathers No. 78* (Wood, Wire, and Metal). Blatchford Hall, 987 Washington St.; Wed.; Edward N. Kelley, F. S. and B. A., 30 Hanover St.
- Laundry Wagon Drivers No. 660.* (See *Teamsters No. 660.*)
- Laundry Workers No. 66.* St. Andrews Hall, 987 Washington St.; 2d and 4th Fri.; Mrs. Mary E. Moran, F. S. and B. A., Box 23, Sta. A.
- Leather Handlers No. 308.* (See *Boot and Shoe Workers No. 308.*)
- Leather Workers No. 18.* Samuel Weener, S., 40 Spring St.
- Leather Workers on Horse Goods No. 105.* Unity Hall, 724 Washington St.; 1st and 3d Tues.; John Doran, S. T., 76 Neponset Av., Rox.
- Letter Carriers: Branch No. 34.* Hotel Brewster, 19 Boylston St.; 2d Fri.; Daniel S. McCarthy, S., 2 Stanton Pl., Rox.
- Lithographers of America, Amalgamated: Local No. 3.* 724 Washington St.; 4th Fri.; William J. Coutanche, R. S., 24 Berwick Pk.; John W. Kennon, B. A., Hyde St., Revere.
- Locomotive Engineers: Bay State Division No. 439* (B. & A. R.R.). Odd Fellows Hall, 10 Franklin St., Alla.; 2d and 4th Sun.; C. A. Snow, S. T., 10 Wadsworth St., Alla.
- Locomotive Engineers: Boston Division No. 61* (B. & M. R.R.). 228½ Friend St.; 2d and 4th Sun., T. H. Vradenburgh, S. T., 221 Boston Av.; Medford Hillside.
- Locomotive Engineers: Old Colony Division No. 312* (N. Y., N. H. & H. R.R.). America Hall, 724

BOSTON — Con.

- Washington St.; 2d and 4th Sun.; C. E. Drew, S. T. and B. A., 49 Central Av., S. Braintree.
- Locomotive Firemen and Enginemen: Boston Lodge No. 57* (N. Y., N. H. & H. R.R.). John Winthrop Hall, 446 Tremont St.; 2d and 4th Sun.; Frank S. Mahler, B. A., 3 Montvale St., Rox.
- Locomotive Firemen and Enginemen: Paul Revere Lodge No. 485* (B. & M. R.R. and B., R. B. & L. R.R.). Puritan Hall, 249 Friend St.; 1st Sun. and 3d Thurs.; Joseph C. Robinson, R. S., 19 Wesley St., Somerville; Z. J. Blake, B. A., 9 Cambridge St., Rm. 204.
- Locomotive Firemen and Enginemen: Pilgrim Lodge No. 719* (B. & A. R.R.). Franklin Hall, 10 Franklin St., Alla.; 1st and 3d Sun.; H. E. Grant, R. S., 141 Everett St., Alla.; Lee Rogers, F. S. and B. A., 12 Bigelow St., Br.
- Locomotive Repairers No. 391.* (See *Machinists No. 391.*)
- Longshoremen No. 799: Daniel O'Connell Associates* (Charlestown). Roughan Hall, City Sq., Cham.; 2d and 4th Sun.; Andrew G. Norander, R. S., 255 Highland Av., Somerville.
- Longshoremen No. 800.* 193 Hanover St.; 2d and 4th Sun.; William J. O'Brien, R. S., 19 L St., So. Boston; William F. Dempsey, B. A., 17 Maryland St., Dor.
- Longshoremen No. 806* (East Boston). 140 Meridian St., E. B.; 2d and 4th Sun.; Charles Fouby, Pres., 9 Haynes St., E. B.; Jere J. Brennan, S.
- Longshoremen No. 809* (Dock Freight Handlers). Mishawum Hall, 11 City Sq., Cham.; 1st and 3d Sun.; Michael Hurley, R. S., 40 Austin St., Cham.; William F. Dempsey, B. A., 17 Maryland St., Dor.
- Longshoremen No. 822* (East Boston Dock Freight Handlers). Hibernian Hall, 125 Havre St., E. B.; 2d and 4th Sun.; Jeremiah F. Murphy, R. S., 428 Chelsea St., E. B.
- Longshoremen No. 831* (Coal Handlers). Medford Hall, 36 Medford St., Chelsea; 1st Sun.; Andrew Chapaky, S., 40 Medford St., Chelsea; William F. Dempsey, B. A., 17 Maryland St., Dor.
- Lumber Teamsters No. 369.* (See *Teamsters No. 369.*)
- Machinists No. 364.* Dexter Hall, 967 Washington St.; Thurs.; Arthur Fairbank, F. S.; John J. Connolly, B. A.
- Machinists No. 345* (Hyde Park). Machinists Hall, H. P.; Thurs.; Charles Matthews, F. S., 87 Neponset Av., H. P.
- Machinists No. 391* (Locomotive Repairers, N. Y., N. H. & H. R.R.). Central Hall, River St., H. P.; 2d and 4th Fri.; Frank J. Ryan, R. S., 42 Winthrop St., H. P.
- Machinists No. 567: Railroad Lodge* (B. & M. R.R.). Commercial Hall, 694 Washington St.; 2d and 4th Wed.; D. H. Cowell, R. S., 21 Monadnock St., Dor.
- Machinists No. 634: Bunker Hill Lodge* (Navy Yard). Mishawum Hall, 11 City Sq., Cham.; 1st and 3d Fri.; Charles H. Taylor, R. S., Box 21, Cham.

Local Trade Unions.

BOSTON — Con.

Machinists' Helpers No. 856 (R. R.). 694 Washington St.; 1st and 3d Fri.; William H. McCarthy, R. S., 313 Somerville Av., Somerville.

Machinists' Helpers No. 876 (Navy Yard). Mishawum Hall, 11 City Sq., Cham.; 1st and 3d Fri.; David F. Kiley, R. S., 39 Baxter St., S. B.

Machinists' Helpers No. 914, Railroad (N. Y., N. H. & H. R.R., Hyde Park). Lyrie Hall, Everett Sq., H. P.; 2d and 4th Fri.; James M. Rennie, F. S., 1899 Hyde Park Av., Readville.

Mailers No. 1 (Newspaper). Hayward Assembly Rooms, 24 Hayward Pl.; 2d Mon.; Edward J. Smith, S., 10 High St., Dor.

Maintenance of Way Employees No. 94 (B. & B. Dept.). Crawford Chambers, 5 Hanover St.; on call; Neal E. Doherty, S. T., 15 Minot St., Woburn.

Maintenance of Way Employees No. 57: Boston Lodge. Pilgrim Hall, 694 Washington St.; 4th Sat.; E. L. Hardy, S. T., 279 Portland St., Cambridge; A. P. Cady, B. A., 7 Avon St., Newton.

Maintenance of Way Employees No. 68: Signal Lodge (Brighton). Rathbone Hall, 694 Washington St.; 1st Thura.; P. F. Coleman, S. T., 6 Pearl St., Natick.

Maintenance of Way Employees No. 180 (B. & M. R.R.). 38 Causeway St.; 3d Sun.; T. F. Murphy, Pres., 68 Lyman St., Waltham; T. W. Cassidy, S. T., 119 Park St., Clinton.

Marine Cooks and Stewards Assn. of the Atlantic and Gulf: Boston Branch. 6 Long Wharf; Tues.; James Sullivan, B. A.

Marine Firemen, Oilers and Water Tenders of the Atlantic and Gulf. 168 Commercial St.; Mon., 4 p.m.; Frank Libby, B. A.

Market and Commission House Teamsters No. 631. (See Teamsters No. 631.)

Masters, Mates, and Pilots: Volunteer Harbor Association No. 4. 844 Atlantic Av.; Mon.; William H. Brown, S.

Mattress Makers No. 122. 93 Staniford St.; 1st and 3d Tues.; Edwin E. Graves, B. A., 53 Hanover St.

Meat Cutters and Butcher Workmen No. 162, Amalgamated. Electrical Workers Hall, 53 Hanover

BOSTON — Con.

St.; 1st and 3d Wed.; Thomas Simeone, F. S., 70 Gore St., Cambridge; Philip J. Guest, B. A. and Int. V. P., 27 Belmont St., Everett.

Mercantile Engineers No. 963. (See Steam Engineers No. 963.)

Metal Polishers, Buffers, and Platers No. 95. 995 Washington St.; 1st and 3d Tues.; Robert H. Wallace, R. S., 58 L St., S. B.; William J. Hanrahan, B. A.

Metal Polishers No. 99 (Chandelier Makers). Unity Hall, 724 Washington St.; 2d and 4th Mon.; William Spratt, R. S., 37 Crescent Av., Dor.

Metal Polishers No. 101 (Brass Bed Workers). 995 Washington St.; 1st and 3d Sat.; Jacob Sosankin S., 5 Woodside Av., J. P.

Meter Workers No. 14508 (Gas Workers). 694 Washington St.; 4th Fri.; James J. Curley, R. S., 912 Albany St., Rox.

Metropolitan Park Employees No. 100. Elks Hall, 15 Hayward Pl.; 1st Sun.; Michael J. McCarthy, R. S., 91 Central Av., Medford.

Metropolitan Water Works Employees No. 3317 (Federal Labor). Wells Memorial Bldg., 987 Washington St.; 2d Thura.; James Meegan, R. S., 398 Charles St., Malden.

Milk Wagon Drivers No. 380. (See Teamsters No. 380.)

Molders No. 106 (Iron and Steel). 995 Washington St.; 1st and 3d Fri.; William John, C. S. and B. A., 665 Washington St., Rm. 410.

Molders and Coremakers No. 468 (Brass). Association Hall, 995 Washington St.; 2d and 4th Thura.; Albert B. Walsh, C. R., 8 Humphrey St., Dor.; William John, B. A., 665 Washington St., Room 410.

Moving Picture Operators No. 188. 119 Pleasant St.; 1st and 3d Fri.; John Williams, S. and B. A.

Moving Picture Operators' Assembly No. 3030 (K. of L.). Rm. 7, 830 Washington St.; 1st Sun.; Clarence Tower, S. and B. A.

Municipal Employees. (See under specific designations.)¹

Municipal Service Association (All city departments). Elks Hall, 24 Hayward Pl.; 2d Wed.; Louis J. Sullivan, S., Rm. 504, City Hall Annex.

¹ The several unions of employees in the service of the city of Boston are as follows:

Bath Department Employees No. 310.
Ben Franklin Assembly No. 5463 (Sanitary and Street Cleaning Department Employees).
Bridge Tenders No. 12383.
Cemetery Department Employees No. 250.
City Firemen No. 15394.
Ferry Employees No. 625 (Gatemen).
Highway Department Foremen No. 15506.
Highway Department Workers No. 1.
Inspectors Protective Association.
Janitors Association (Public Schools).
Lamplighters No. 11943.
Municipal Service Association.
Municipal Sewer Inspectors No. 15436.
Park Department Employees No. 12435.

Park Employees Assembly No. 7675 (K. of L.).
Pavers Association (City of Boston).
Pavers Assembly No. 1632 (K. of L.).
Paving Department Employees Assembly No. 9816 (K. of L.).
Sanitary and Street Cleaning Department Employees No. 150.
Sewer Department Employees No. 680.
Sub-Foremen's Association (Public Works Department Employees).
Teamsters No. 58 (Ambulance Drivers).
Teamsters No. 60 (City Chauffeurs).
Teamsters No. 149 (Sanitary and Street Cleaning Department Drivers and Helpers).
Water Workers No. 690.

Local Trade Unions.

BOSTON — Con.

Municipal Sewer Inspectors No. 15436. 24 Haywood Pl.; 3d Thurs.; Erasmus N. Smith, R. S., 485 Poplar St., Rox.

Musicians Protective Assembly No. 1629 (K. of L.). 228 Tremont St.; 4th Sun.; Thomas H. Canning, Dist. S. T.

Musicians Protective Association No. 9. 56 St. Botolph St.; 1st Thurs. except July, Aug., and Sept.; H. P. Liehr, S. T.

Navy Yard Laborers and General Helpers No. 15208. Hugh H. McCrystal, S., 14 Holborn St., Rox.

Neckwear Workers No. 15900. 919 Washington St.; 1st and 3d Tues.; Miss Anna Weinstock, F. S. and B. A., 18 Perrin St., Rox.

News Wagon Drivers, Chauffeurs and Helpers No. 259. (See Teamsters No. 259.)

News Writers No. 1. Old South Bldg., Rm. 606; 1st Thurs.; John Weaver Sherman, F. S. and B. A., 60 Pemberton Sq.

Newsboys Protective No. 9077. 30 Hanover St.; 2d and 4th Sun.; Benjamin H. Robrish, R. S., 7 Water St.

Office Building Cleaners No. 14693. Women's Trade Union League Hall; 919 Washington St.; 1st and 3d Wed.; Mrs. Ellen Ware, R. S.

Overall and White Duck Coat Workers No. 163. (See Garment Workers No. 163, United.)

Overall Workers No. 150. Homestead Hall, 724 Washington St.; 2d and 4th Wed.; Joseph Levine, F. S., 12 Boylston St., Malden; Thomas Morelli, Martin Dusevico, and Hyman Levine, Business Agents, 724 Washington St.

Painters and Decorators No. 11. Dexter Hall, 987 Washington St.; Tues.; John J. Cashman, R. S., 439 E. Third St.; J. A. Boudrot, B. A.

Painters, Decorators and Paperhangers No. 258. (See Paperhangers No. 258.)

Painters No. 338 (Railway Equipment). Harmony Hall, 724 Washington St.; 1st and 3d Wed.; John J. McCarthy, R. S., 15 Lyon St., Dor.; James F. Melaven, B. A., 6 Montrose St., Worcester.

Painters No. 391 (Sign Writers). Friendship Hall, 12 Kneeland St.; 2d and 4th Mon.; John J. Lynch, S., John F. Welch, B. A., 35 Adams St., Medford Hillside.

Painters No. 402, House and Ship (East Boston). Central Hall, 18 Central Sq., E. B.; Mon.; Arthur A. Downs, R. S., 22 Tyler St., Somerville.

Painters No. 545 (Art Glass). Harmony Hall, 724 Washington St.; 1st and 3d Fri.; Henry J. Johansen, R. S., 39 Rosemont St., Dor.

Painters, Decorators and Paperhangers No. 655 (Hyde Park). Lyric Hall, Everett Sq., H. P.; 1st and 3d Fri.; Henry E. Briggs, R. S., 32 Page St., H. P.; J. J. Fitzhenry, B. A., Norwood, Mass.

Painters No. 704. (See Bevelers and Polishers No. 704.)

Painters No. 939 (Dorchester). Music Hall, 204 Adams St., Dor.; Fri.; James Taylor, R. S., 17 Tucker St., Dor.; J. A. Boudrot and James T. Templeton, Business Agents, 12 Kneeland St.

BOSTON — Con.

Painters No. 1044 (Glaziers). Pilgrim Hall, 694 Washington St.; Mon.; J. J. Bresnahan, R. S., 15 Eldora St., Rox.; J. A. Boudrot, and M. Anderson, Business Agents, 12 Kneeland St.

Painters No. 1074 (Hard Wood Finishers). 53 Hanover St.; 2d and 4th Wed.; Michael J. Needham, R. S., 37 Lewis St., Everett.

Pants Makers No. 173. (See Garment Workers No. 173, United.)

Paperhangers No. 258. Harmony Hall, 724 Washington St.; Mon.; Raymond C. Bligh, R. S., 21 Schiller St., Rox.; W. F. McCarthy, B. A., 12 Kneeland St.

Park Department Employees No. 18455. Wells Memorial Bldg., 987 Washington St.; 4th Sun.; Thomas F. Walsh, R. S., 31 Florida St., Dor.

Park Employees Assembly No. 7676 (K. of L.). St. Andrews Hall, 987 Washington St.; Patrick McKennie, M. W., 25 Unity Av., Beaumont.

Pattern Makers Association of Boston and Vicinity. Templar Hall, 724 Washington St.; Tues.; W. F. Innis, S., 665 Washington St., Rm. 410; Myron R. Spinney, B. A., 665 Washington St., Rm. 410.

Pavers No. 1, Independent. Blatchford Hall, 987 Washington St.; 1st and 3d Thurs.; Philip F. McGinn, Pres. and B. A., 20 Adams Pl., Rox.

Pavers and Rammermen No. 39. Guiseppe Coletti, S., 78 Hawthorne St., Newton.

Pavers Association, Independent (City of Boston). Dexter Hall, 987 Washington St.; 3d Fri.; John T. McCarthy, R. S., 98 G St., S. B.

Pavers Assembly No. 1632 (K. of L.). 228 Tremont St.; 1st and 3d Sun.; Stephen Costello, S. and B. A., 209 Gold St., S. B.

Paving Dept. Employees Assembly No. 9816 (K. of L.). Barbers Hall, 1125 Washington St.; 2d Fri.; Cornelius J. Donovan, S., 34 Francis St., Rox.

Photo-Engravers No. 3. Elks Upper Hall, 24 Hayward Pl.; 1st Sun.; John F. Maguire, F. S. and B. A., 461 Medford St., Winter Hill.

Piano and Furniture Movers and Helpers No. 343. (See Teamsters No. 343.)

Piano and Musical Instrument Workers No. 30. Historio Hall, 1651 Washington St.; 2d and 4th Tues.; Alfred Seagren, R. S., 33 Hanson St.

Plasterers No. 10, Operative (Plasterers and Cement Finishers). Paine Memorial Hall, 9 Appleton St.; 1st and 3d Wed.; William Keating, R. S., Hopkins Pl., Mat.; Arthur P. Doyle, B. A.

Plasterers Tenders No. 154. (See Hod Carriers and Building Laborers No. 154.)

Plate Printers No. 3. (See Steel and Copper Plate Printers No. 3.)

Plumbers No. 12. Wells Memorial Hall, 987 Washington St.; Mon.; Cornelius D. Driscoll, S. T.; William J. Flynn, B. A.

Plumbers No. 175. (See Gas Fitters, Fixture Fitters, and Hangers No. 175.)

Plumbers No. 537. (See Steam Fitters No. 537.)

Port Directors Employees No. 800. Pier No. 5, Northern Av., S. B.; 1st Fri.; George H. Collings, S. T., 1A Charles St., Dor.

Local Trade Unions.

BOSTON — Con.

Portrait Artists No. 15296. 987 Washington St.; 1st and 3d Tues.; Otto Branch, R. S.; 19 Whitney Pk., Mat.

Post Office Clerks No. 100. Intercolonial Hall, Dudley St.; 2d Sun.; Michael E. Sullivan, R. S., 74 Ossipee Rd., W. Somerville.

Press Feeders and Helpers No. 18. (See Franklin Association No. 18.)

Printing Pressmen and Assistants No. 3. (See Web Pressmen No. 3.)

Printing Pressmen No. 67. 24 Hayward Pl.; 4th Wed.; J. Frank O'Hare, F. S. and B. A., 28 School St.

Public Works Department Employees. (See Sub-Foremen's Association.)

Railroad Drawmen. (See Drawmen, Railroad.)

Railroad Freight Handlers. (See Freight Handlers.)

Railroad Machinists No. 567. (See Machinists No. 567.)

Railroad Machinists' Helpers No. 914. (See Machinists' Helpers No. 914.)

Railroad Sheet Metal Workers No. 372. (See Sheet Metal Workers No. 372.)

Railroad Signalmen No. 5: Pioneer Lodge (N. Y., N. H. & H. R.R.). Harmony Hall, 724 Washington St.; 1st Sat.; Arcanum Hall, Providence, R. I.; 3d Sat.; Eugene B. Wilson, R. S., 99 Pratt St., Mansfield.

Railroad Signalmen (B. & M. R.R.). 38 Causeway St.; 2d Wed. and Thurs. preceding 2d Wed.; Alfred F. Greenleaf, S. and B. A., 29 Pearson Av., W. Somerville.

Railroad Station Agents: Division No. 1 (B. & M. R.R.). Quiney House; 3d Sun.; William F. Fernald, T., Box 1607; J. E. Jones, R. S., Tufts College, Mass.

Railroad Station Agents: Consolidated Division No. 2 (N. Y., N. H. & H. R.R.). U. S. Hotel, Beach St.; 2d Sat.; P. H. Phinney, S., Monument Beach; J. H. Weir, B. A., 24 Chapel St., Canton.

Railroad Station Agents: Division No. 3 (B. & A. R.R.). Various points on B. & A. R.R.; 3d Sun.; F. E. Williams, S., Westborough, Mass.

Railroad Station Employees: Division No. 1 (B. & M. R.R.). Puritan Hall, 249 Friend St.; 4th Thurs.; Jeremiah Cronin, R. S., 180 Waverly St., Belmont; Frank Hughes, B. A., 9 Poole St., Medford.

Railroad Station Employees No. 36 (N. Y., N. H. & H. R.R.). Naomi Hall, 724 Washington St. 2d Mon.; George H. J. Walsh, S. T., 54 Clarkson St., Dor.

Railroad Stationmen (B. & M. R.R.). Ketterers Hotel, Canal St.; Jan., April, June, Oct., Nov., and Dec.; James A. Franklin, R. S., 75 Jerome St., W. Medford.

Railroad Telegraphers No. 41: Boston Division (B. & M. R.R.). Puritan Hall, 249 Friend St.; 2d Sat.; F. C. McGrath, S. T., 16 Water St., Winchester; J. B. Bode, B. A., care of B. & M. R.R., Chelsea.

Railroad Telegraphers No. 89 (N. Y., N. H. & H. R.R.). Commercial Hall, 604 Washington St.; 1st and 3d Sat.; J. H. McDermott, S. T., 46 Crocker St., Mansfield; Leonard J. Ross, B. A., 457 Wellington Av., Auburn, R. I.

BOSTON — Con.

Railroad Telegraphers No. 155. Rathbone Hall, 694 Washington St.; 3d Thurs.; Fred J. Dansereau, S. T., 65 Boylston St., J. P.; Robert H. Buxton, B. A., 8 Dresden St., J. P.

Railroad Trainmen No. 97: Boston Lodge (N. Y., N. H. & H. R.R.). Ancient Landmark Hall, 3 Boylston Pl.; 1st and 4th Sun.; Martin V. Brennan, S., 80 Woodlawn St., J. P.

Railroad Trainmen No. 404: Bunker Hill Lodge (B. & M. R.R., Freight Service). Memorial Hall, 14 Green St., Cham.; 1st and 3d Sun.; W. O. Wood, S., 2 Newport Av., Medford; J. J. McMahon, B. A., 86 Oliver St., Malden.

Railroad Trainmen No. 496: Trimountain Lodge (B. & A. R.R.). Odd Fellows Hall, 10 Franklin St., Alla.; 1st Sun. and 3d Fri.; B. J. Quinlap, S., 119 West St., Newton.

Railroad Trainmen No. 507: City Point Lodge (N. Y., N. H. & H. R.R., Passenger Service). Bethesda Hall, 409 Broadway, S. B.; 2d and 4th Sun.; Charles B. Berger, S., 399A Broadway, S. B.

Railroad Trainmen No. 621: Puritan Lodge (B. & M. R.R. and B. & L. R.R.). Puritan Hall, 249 Friend St.; 1st Thurs. and 3d Sun.; William P. Tanton, S., 3 Jefferson Ct., Woburn.

Railroad Transfer Messengers and Clerks No. 11639. 987 Washington St.; 1st Wed.; Ambrose J. Cox, R. S., 339 Dorchester St., S. B.; E. F. McLeod, B. A., Armstrong Transfer Co., North Station.

Railroad Workers No. 23: Terminal Lodge. Swarts Hall, 92 Leverett St.; 2d Fri.; Archie Kerr, R. S., 8 Lincoln St., Somerville; James White, B. A., 88 Green St., Woburn.

Railroad Workers No. 58: Readville Lodge. Magnolia Hall, H. P.; last Sun.; J. J. Tobin, R. S., 22 Clark St., Norwood.

Railroad Workers No. 55: Boston Lodge (Car Cleaners, B. & M. R.R.). 93 Staniford St.; 1st and 3d Fri.; Daniel Wallace, R. S., 72 Washington St., Cham.; Thomas H. Condon, B. A., 15 Boardman St., Salem.

Railroad Workers No. 107: Allston Lodge (Car Repairers, B. & A. R.R.). Foresters Hall, 211 Washington St., Br.; 1st Thurs.; Thomas A. Pitkethly, R. S., 4 Gifford Pl., S. B.

Railroad Workers No. 108: Somerville Lodge (Car Inspectors, Repairers and Cleaners, B. & M. R.R.). Shapiro Hall, 38 Causeway St.; 1st and 3d Fri.; Joseph F. Spencer, R. S., 390 Broadway, Everett; Thomas F. Condon, B. A., 15 Boardman St., Salem.

Railroad Workers No. 138: Mystic Lodge. K. of P. Hall, 1 Main St., Cham.; 2d Fri.; Joseph Nolan, R. S., 4 Pleasant St., Revere; F. H. Powers, B. A., 47 Alpine St., Somerville.

Railroad Workers No. 184: Plymouth Rock Lodge (N. Y., N. H. & H. R.R., Hyde Park). Naomi Hall, 724 Washington St.; 2d Thurs.; L. M. Funk, R. S., 1400 River St., H. P.

Railway Carmen No. 57: Bay View Lodge (N. Y., N. H. & H. R.R.). Paine Memorial Hall, 9 Appleton St.; 2d Fri. and 4th Sun.; Edward J. Mulligan, F. S., 8 Germania St., J. P.

Local Trade Unions.

BOSTON — Con.

- Railway Carmen No. 98: Harbor View Lodge (B. & A. R.R.).* Commercial Hall, 694 Washington St.; 2d Fri.; Timothy R. Crowley, R. S., 278 Princeton St., E. B.
- Railway Carmen No. 108: Bay State Lodge.* Pilgrim Hall, 694 Washington St.; 1st Sun.; Daniel McArthur, R. S., 44 Johnson St., W. Rox.
- Railway Carmen No. 449: South Bay Lodge.* John Curley, S., 57 Woodbine St., Rox.
- Railway Carmen No. 505: Bunker Hill Lodge.* James McGuire, S., 115 Elm St., Chen.
- Railway Carmen No. 587: Readville Lodge.* 694 Washington St.; 1st Sun.; Fred J. Moore, R. S., Sandy Valley Rd., Dedham.
- Railway Clerks No. 71: General Office Lodge (B. & M. R.R.).* Puritan Hall, 249 Friend St.; 2d Thurs.; Carl W. Wright, R. S., 31 Madison Av., Greenwood.
- Railway Clerks No. 117: Fort Point Lodge (B. & A. R.R.).* Hayward Assembly Rooms, 24 Hayward Pl.; 1st Wed.; John A. Warren, R. S., 187 Kneeland St.; Thomas F. Lacey, Jr., T., 94 Crescent St., Auburndale.
- Railway Clerks No. 119: Boston Lodge (B. & M. R.R.).* Puritan Hall, 249 Friend St.; 1st Mon.; Edwin J. Kelleher, S., 160 Beverly St.
- Railway Clerks No. 143: Old Colony Lodge (N. Y., N. H. & H. R.R.).* Pilgrim Hall, 694 Washington St.; 2d Sun. and 4th Fri.; J. C. O'Connor, S., 768 Fifth St., S. B.; James J. Clahane, Ch. Protective Committee, 366 Geneva Av., Dor.
- Railway Clerks No. 358 (Ind.).* M. A. McGrath, S., 210 Dorchester St., S. B.
- Railway Conductors No. 122: Boston Division.* John Winthrop Hall, 446 Tremont St.; 3d Sun.; Joseph Morran, S. T., 47 Clifford St., Readville.
- Railway Conductors No. 157: New England Division.* Hayward Assembly Rooms, 24 Hayward Pl.; 4th Sun.; C. W. Merrill, S. T. and B. A., 29 Evergreen St., Rox.
- Railway Conductors No. 418: Bay State Division.* Puritan Hall, 249 Friend St.; 2d Sun.; Charles S. Messer, S. T. and B. A., 10 Abbott St., Med.
- Railway Equipment Painters No. 538.* (See Painters No. 538.)
- Raincoat Makers No. 7.* (See Garment Workers No. 7, Ladies.)
- Retail Clerks No. 28 (Drug).* Wells Memorial Bldg., 987 Washington St.; N. J. Nally, B. A., 273 Cabot St., Rox.
- Retail Clerks No. 55.* 30 Hanover St.; 1st Wed.; Joseph Levy, R. S., 38 Hanson St.
- Retail Clerks No. 559 (Roslindale).* Fairview Hall, 43 Poplar St.; 2d and 4th Tues.; William G. Hay, S., 185 Poplar St., Ros.; W. L. Kretschmar, B. A., 25 Penfield St., Ros.
- Retail Clerks No. 796 (Dry Goods).* Naomi Hall, 724 Washington St.; 1st and 3d Tues.; Mark F. O'Donoghue, B. A., 52 Edson St., Dor.
- Retail Clerks No. 1315 (Grocery and Provisions).* Wells Memorial Bldg., 987 Washington St.; 2d and 4th Mon.; Abraham W. Stevens, Pres., 42 Tyler St., Atlantic; Daniel F. Hefferman, S. T. and B. A., 22 Elmwood St., Somerville.

BOSTON — Con.

- Roofers, Composition, Damp and Waterproof Workers No. 90.* B. T. C. Hall, 386 Harrison Av.; 2d and 4th Mon.; Andrew J. Scanlan, B. A.
- Roundhouse Employees No. 1063 (B. & M. R.R.).* Hibernian Hall, Union St., Chen.; 2d and 4th Fri.; Chas. W. Quinn, R. S., 237 Washington St., Malden.
- Sail and Awning Makers No. 14555.* Washington Hall, Cor. Blackstone and Hanover Sts.; 1st Mon.; Fred Johnson, Pres., 12 Fairmont St., Cambridge.
- Sailors Association, Eastern and Gulf (Inc.).* Union Hall, 14 Lewis St., Mon.; Miller Jensen, B. A.; Percy J. Pryor, S., 9 Antrim St., Orient Hgts.
- Sanitary and Street Cleaning Department Drivers and Helpers No. 149.* (See Teamsters No. 149.)
- Sanitary and Street Cleaning Department Employees No. 150.* Harrison Hall, 1651 Washington St.; 1st and 3d Sun.; Michael F. Fitzgerald, R. S., 202 Athens St., S. B.
- Sanitary and Street Cleaning Department Employees No. 5463.* (See Ben Franklin Assembly No. 5463.)
- Sewer Department Employees No. 680.* Vernon Hall, 1208 Tremont St., Rox.; 1st Fri.; M. F. O'Brien, Nat'l Pres., 307A Warren St., Rox.; Fred J. Steele, F. S., City Hall, Boston.
- Sheepskin Coat Makers No. 267.* (See Clothing Workers No. 267, Amalgamated.)
- Sheet Metal Workers No. 17.* Paine Memorial Hall, 9 Appleton St.; Mon.; James T. Moriarty, B. A., 9 Appleton St.; John Selfridge, R. S., 11 Vincent St., Cambridge.
- Sheet Metal Workers No. 92.* (See Coppermiths No. 92.)
- Sheet Metal Workers No. 378 (N. Y., N. H. & H. R.R.).* 724 Washington St.; 3d Thurs.; Walter W. Blake, F. S., 183 Norwell St., Dor.; James Burns, B. A., Dedham, Mass.
- Ship Carpenters No. 1671.* (See Carpenters No. 1671.)
- Ship Painters No. 402.* (See Painters No. 402.)
- Shipfitters Protective Association No. 3, United.* Quincy House; 1st and 3d Thurs.; George Kenney, R. S., 9 Saratoga St., E. B.; T. P. Shaw, F. S., 23 High St., Chen.
- Shirt Waist Makers No. 49, Ladies.* (See Garment Workers No. 49, Ladies.)
- Shoe Repairers No. 390.* (See Boot and Shoe Workers No. 390.)
- Shoe Workers No. 15 (U. S. W.) (Mixed).* Gem Theatre Bldg., 52 Meridian St., E. B.; alt. Tues.; William H. Watson, B. A.
- Shoe Workers No. 78 (U. S. W.) (Cutters).* Gem Theatre Bldg., 52 Meridian St., E. B.; 2d and 4th Fri.; J. Burke, R. S.; William H. Watson, B. A.
- Shop and Mill Men No. 1410.* (See Carpenters No. 1410.)
- Sign Writers No. 391.* (See Painters No. 391.)
- Singer Sewing Machine Agents (Ind.).* 62 Chambers St.; Wed.; Max Hamlin, Org., 14 Leverett St.
- Skirt and Cloak Pressers No. 12, Ladies.* (See Garment Workers No. 12, Ladies.)

Local Trade Unions.

BOSTON — Con.

Sprinkler Fitters No. 669. Dwight Hall, 540 Tremont St.; 1st and 3d Thurs.; E. J. Meehan, 386 Harrison Ave., S. and B. A.

Stablemen and Garagemen No. 367. (See *Teamsters*, No. 367.)

Stair Builders No. 1573. (See *Carpenters* No. 1573.)

Stationary Firemen No. 3. 1021 Washington St.; 2d and 4th Wed.; P. J. Lawless, R. S.; John F. McNamara, B. A.

Steam Engineers No. 4 (Hoisting and Portable). 386 Harrison Av.; Tues.; Albert E. Pike, S.; Arthur N. Huddell, B. A.

Steam Engineers No. 4A. Cor. Blackstone and Hanover Sts.; 4th Sun.; W. Snyder, S., 298 Princeton St., E. B.

Steam Engineers No. 4B (Steam and Operating). Engineers Hall, 386 Harrison Av.; Fri.; Joseph McAllear, R. S., 89 Mercer St., S. B.; Arthur M. Huddell, B. A., 162 Washington Av., Chelsea.

Steam Engineers No. 16. America Hall, 724 Washington St.; Fri.; William J. Kelley, R. S., 8 Acorn St., Cambridge; Joseph A. Nash, B. A., 56 Walnut St., Somerville.

Steam Engineers No. 74 (Coal Hoisting). Engineers Hall, 995 Washington St.; 1st and 3d Fri.; John F. Matthews, S., 701 Broadway, S. B.

Steam Engineers No. 963 (Mercantile, Down Town). Engineers Hall, 995 Washington St.; Thurs.; Herman M. Comerford, R. S. and B. A., 696 Washington St.

Steam Engineers No. 889 (Steam and Operating). 987 Washington St.; 2d and 4th Tues.; John E. Patta, R. and C. S., 27 Randolph Rd., Mat.; P. J. Sheehan, B. A., 712 Old South Bldg.

Steamfitters No. 537 (Steam and Sprinkler Fitters). B. T. C. Hall, 386 Harrison Av.; Mon.; Charles R. McCarthy, R. S., 112 Schiller Rd., Dedham; Joseph P. Glavin, B. A., 103 Rice St., N. Cambridge.

Steamfitters' Helpers No. 635. B. T. C. Hall, 386 Harrison Av.; Tues.; Charles Welch, S., 32 Charles St.; Charles Mahagan, B. A.

Steel and Copper Plate Printers No. 3. Blatchford Hall, 967 Washington St.; 2d Mon.; Walter A. Burke, R. S., 162 Eustis St., Rox.

Stenographers, Bookkeepers, Accountants, and Office Employees No. 14965. 919 Washington St.; 2d and 4th Tues.; George Hoskins, F. S., 985 Washington St.

Stereotypers No. 2. Hayward Assembly Rooms, 24 Hayward Pl.; 3d Wed.; A. R. McKenne, R. and C. S., 44 Morris St., Everett.

Stone Cutters Association, Journeymen. B. T. C. Hall, 386 Harrison Av.; 2d and 4th Fri.; John F. Stevens, B. A., 12 Ambrose St.; Jeremiah Connolly, R. S., 11 Hollins St., Rox.

Stone Masons and Setters No. 9. B. T. C. Hall, 386 Harrison Av.; Wed.; Michael J. Collins, S.; Patrick J. Walsh, B. A.

Stone Supply Handlers No. 15324. 987 Washington St.; 1st and 3d Sun.; J. N. O'Keefe, S., 17 Union St., Chan.

BOSTON — Con.

Straw Hat and Millinery Workers No. 49, United. 724 Washington St.; 2d and 4th Thurs.; B. Swartz, S., 31 William St., Medford; J. Linden, B. A., 724 Washington St.

Straw Hat Workers No. 14990, Ladies'. (See *Hat Workers* No. 14990, Ladies' Straw.)

Street and Electric Railway Employees No. 589. Hub Bldg., 1140 Washington St.; 2d and 4th Thurs.; John W. Hurley, S.; Patrick J. Smyth, B. A.

Sub-Foremen's Association (Highway Division of the Public Works Department). Barbers Hall, 1125 Washington St.; 1st Mon.; John H. McCarthy, Pres., 18 Pleasant St., Dor.; Dennis B. Driscoll, R. S., 193 Shawmut Av.

Suffolk County Jail Employees. Suffolk Jail; last Sat.; M. F. O'Brien, Int. Pres., 307A Warren St., Rox.; Kasper Zimmerman, R. S., 30 Dalrymple St., J. P.

Tailors No. 1 (Coat Makers). (See *Garment Workers* No. 1, United.)

Tailors No. 12 (Journeymen). Carpenters Hall, 30 Hanover St.; 1st Wed.; Frank Deluca, R. S. and B. A., 28 Wedgwood St., Everett.

Tailors No. 149 (Lithuanian). (See *Clothing Workers* No. 149, Amalgamated.)

Tailors No. 1 (Italian and Jewish). (See *Clothing Workers* No. 1, Amalgamated.)

Teamsters No. 25 (General). Washington Hall, 995 Washington St.; 2d and 4th Sun.; Joseph J. Hunt, S. T. and B. A., 81 Canal St., Rm. 217.

Teamsters No. 58 (Ambulance Drivers and Chauffeurs). 754 Albany St.; 1st Sun.; Eugene S. Cronin, S. T., 754 Albany St.

Teamsters No. 60 (City Chauffeurs). Roxbury Batchelor Club, 282 Dudley St.; 2d and 4th Thurs.; Thomas Murphy, S. T., 31 Hancock St., Dor.; Jerome Moore, C. S., 46 Royal St., Br.

Teamsters No. 68 (Coal Teamsters and Helpers). Machinists Hall, 987 Washington St.; 2d and 4th Sun.; John J. Fenton, S. T. and B. A., 2B Union Park St.

Teamsters No. 126 (Carriage Drivers and Chauffeurs). Phoenix Hall, 724 Washington St.; 2d Sun.; William L. Murphy, B. A., 120 Stoughton St., Dor.

Teamsters No. 149 (Sanitary and Street Cleaning Department Drivers and Helpers). Dexter Hall, 987 Washington St.; 2d and 4th Sun.; James Reidy, R. S., 23 Palmer St., Rox.

Teamsters No. 259 (Newspaper Wagon Drivers, Chauffeurs, and Helpers). Phoenix Hall, 724 Washington St.; 2d and 4th Thurs.; Charles J. Mayer, R. S., 64 Hillside St., Rox.

Teamsters No. 343 (Piano and Furniture Movers and Helpers). Ruggles Hall, 5 Ruggles St.; 2d and 4th Thurs.; Charles T. Griffiths, R. S., 1273 Massachusetts Av., Dor.

Teamsters No. 367 (Stablemen and Garagemen). Teamsters Hall, 995 Washington St.; 1st Wed. and 3d Sun.; Michael Fadden, S. and B. A., 20 Atlantic St., S. B.

Local Trade Unions.

BOSTON — Con.

Teamsters No. 369 (Lumber Teamsters, Handlers, and Tallymen). Blatchford Hall, 987 Washington St.; 1st and 3d Sun.; Constantine Lundy, S. T. and B. A., 59 Warren Av., Quincy.

Teamsters No. 379 (Excavators, Sand, Brick, Stone, Lime, and Cement Teamsters). Teamsters Hall, 995 Washington St.; 1st and 3d Sun.; Patrick H. Jennings, S. T. and B. A.

Teamsters No. 380 (Milk Wagon Drivers). Machinists Hall, 987 Washington St.; 1st and 3d Thurs.; Jere F. Driscoll, S. T. and B. A.

Teamsters No. 394 (Department Store Drivers, Chauffeurs, and Helpers). Teamsters Hall, 995 Washington St.; 2d and 4th Sun.

Teamsters No. 618 (Transfer Drivers and Helpers). Blatchford Hall, 987 Washington St.; 2d Thurs.; John F. Jennings, Pres. and B. A., 23 Magazine St., Roxbury.

Teamsters No. 631 (Market and Commission House). Hibernian Hall, Union St., Chm.; 1st Fri.; Eugene S. Mehagan, S. T. and B. A., 39 Essex St., Chm.

Teamsters No. 660 (Laundry Wagon Drivers). 12 Kneeland St.; 1st Mon.; James Mears, Pres., 44 Forest St., Rox.; Patrick J. Manning, S. T., 111 Draper St., Dor.

Telephone Installers No. 148. (See *Electrical Workers No. 148.*)

Telephone Operators: Local 1A. 995 Washington St.; 2d and 4th Fri.; Miss Mary Matthews, R. S., Rm. 452, Old South Bldg.

Terrazo Workers' Helpers No. 367. 141 Richmond St.; 1st Wed.; Luigi Paoli, S.; Ignatius McNulty, B. A., 386 Harrison Av.

Textile Workers No. 964 (East Boston). J. Bloom, S., 336 Broadway, Chelsea.

Theatrical Stage Clearers No. 393. 119 Pleasant St.; 2d and 4th Sun.; James J. Courtney, S., 2 Carver Pl.

Theatrical Stage Employees No. 11. Pilgrim Hall, 694 Washington St.; 4th Sun.; Moses P. Pickering, R. S., 61 Bainbridge St., Rox.; John J. Barry, F. S. and B. A., 75 Albany St.

Theatrical Stage Employees No. 188. (See *Moving Picture Operators No. 188.*)

Tile Layers No. 32. 724 Washington St.; 1st and 3d Tues.; David J. McCarthy, C. S. and B. A., 11 Sea View Av., Malden.

Tile Layers' Helpers No. 36. 724 Washington St.; 1st and 3d Mon.; David J. McCarthy, B. A., 11 Sea View Av., Malden.

Tobacco Strippers No. 8166. (See *Cigar Factory Tobacco Strippers No. 8166.*)

Transfer Drivers and Helpers No. 618. (See *Teamsters No. 618.*)

Transfer Messengers and Clerks No. 11639. (See *Railroad Transfer Messengers and Clerks No. 11639.*)

Typographical No. 15. Faneuil Hall, Faneuil Hall Sq.; 4th Sun.; John O. Battis, S. and B. A., 321 Old South Bldg.

Upholsterers No. 37 (Wholesale). 30 Hanover St.; 1st and 3d Thurs.; Edwin E. Graves, R. S.

BOSTON — Con.

Upholsterers No. 53. 30 Hanover St.; 2d and 4th Thurs.; E. E. Graves, R. S.

Upholsterers No. 109 (Carpet Mechanics). 30 Hanover St.; 1st and 3d Wed.; Edwin E. Graves, R. S.

Upholsterers No. 118. Car (N. Y., N. H. & H. R.R., Readville). Unity Hall, 724 Washington St.; 2d Thurs.; Charles Schoepflein, C. and F. S., 22 Neponset Av., H. P.

Upholsterers and Trimmers No. 138. (See *Mattress Makers No. 138.*)

Vest Makers No. 178. (See *Clothing Workers No. 178, Amalgamated.*)

Waist Makers No. 49, Ladies. (See *Garment Workers No. 49, Ladies.*)

Web Pressmen No. 3. Investigator Hall, 9 Appleton St.; 3d Tues.; P. C. Tracy, C. and F. S. and B. A., 75 Yeamans St., Revere.

Wharf and Bridge Carpenters No. 1393. (See *Carpenters No. 1393.*)

White Rats Actors Union No. 10. Commercial Hall, 694 Washington St.; Fri.; Geoffrey L. Whalen, Chief Deputy Organizer and B. A., 665 Washington St., Rm. 611, Tel. Beach 4819.

Wholesale Hardwood Finishers. 1 Causeway St.; 1st and 3d Wed.; Morris Okon, Ch., 347 Charles St.

Willow, Reed, and Rattan Workers No. 14865. 193 Hanover St.; last Mon.; Boleslaw Wojcik, S., 109 Reed St., N. Cambridge.

Wood Carvers Association. Templar Hall, 724 Washington St.; 1st and 3d Fri.; Henry C. Bamberg, S., 17 Buttonwood St., Dor.

Workers International Industrial Union No. 121. Socialist Hall, 63 Shawmut Av.; 1st Tues.; J. Procum, F. S. and T., 27 Centre Ter., W. Rox.

Braintree.

Boot and Shoe Workers No. 143 (Mixed) (South Braintree). B. & S. W. Hall, Pearl St.; 1st and 3d Tues.; Con. Connell, S. and B. A., Hampton House Bldg., S. Braintree.

Carpenters No. 1560 (South Braintree). B. & S. W. Hall, Railroad Sq.; 2d and 4th Fri.; George W. H. Webber, R. S., Holbrook, Mass.; C. A. Mitten, B. A., Hingham.

Bridgewater.

Boot and Shoe Workers No. 357. Elwell Bldg., Central Sq.; Thurs.; Royal F. Dano, F. S., Box 143; James Murphy, B. A., Box 142.

Carpenters No. 1046. Room 9, Bowman Bldg., Central Sq.; Tues.; William H. Swift, R. S. and B. A., 246 Pleasant St.

Letter Carriers: Branch No. 1519. Benjamin F. Taylor, S.

BROCKTON.

Auto Bus Drivers No. 554. 1054 S. Main St., Campello; 1st and 3d Mon.; Thomas T. Francis, S. T., 48 Fulton St., Campello.

Local Trade Unions.

BROOKTON — Con.

Bakers & Confectioners No. 180. Ryder Bldg., Main St.; 2d and 4th Sat.; W. H. Sands, C. S., 16 Vaughan Ct., Campello.

Bakery Wagon Drivers No. 57. Mason Hall, 40 Centre St.; 2d Tues.; Daniel H. Phillips, R. S., 62 Crescent St.

Barbers No. 238. Grant Hall, 28 Main St.; 4th Tues.; P. J. Sheehan, C. and F. S. and B. A., 539 Main St.

Boot and Shoe Workers No. 38 (Mixed) (B. & S. W.). 68 Main St.; 2d and 4th Wed.; Michael J. Cohan, S.

Boot and Shoe Workers No. 393 (Shoe Repairers) (B. & S. W.). 9 Montello St.; 1st and 3d Mon.; Harry A. Tyler, S. and B. A., 257 Main St.

Bricklayers and Plasterers No. 5. Clark Bldg., 86 Main St.; Thurs.; Daniel P. Ganley, C. S., 16 Day Av.

Building Laborers Union No. 13. 1st and 3d Fri.; William Shaw, R. S., 94 E. Railroad Av.; Walter Pratt, B. A., 26 Main St., Room 308.

Carpenters No. 624. Lincoln Hall, 23 Main St.; Mon.; Walter Pratt, S. and B. A., 461 N. Quincy St.

Clothing and Shoe Clerks No. 404. Mason Bldg., 40 Centre St.; 2d and 4th Wed.; George L. Carr, S. T. and B. A., 85 Grafton St.

Culinary Alliance No. 161. (See *Hotel and Restaurant Employees No. 161.*)

Cutters No. 35 (B. & S. W.). Clark Hall, 28 Ward St.; 1st and 3d Thurs.; Charles Kelley, R. S.

Cutting Die and Cutter Makers No. 307. I. N. F. Hall, 45 Ward St.; 2d Fri.; Carl Anderson, R. S., 439 Plain St., Campello.

Dressers and Packers No. 365 (B. & S. W.). Grant Hall, 28 Main St.; 2d Mon.; Dennis E. McCarthy, F. S. and B. A., 21 Parish Bldg.

Dry Goods Clerks No. 605. Masonic Bldg., 52 Centre St., Rm. 7; 1st and 3d Tues.; Justin Kelleher, S. T., 73 Main St.

Edgemakers No. 118 (B. & S. W.). Lincoln Hall, 23 Main St.; 1st and 3d Thurs.; Joseph D. Poitras, F. S. and B. A.

Elastic Goring Weavers. Co-operative Hall, 426 N. Warren Av.; 2d Tues.; Alfred Haughton, S., 50 Cherry St.

Electrical Workers No. 225. B. T. C. Hall, 126 Main St.; Wed.; Harry Hatch, R. S., 93 Winthrop St.; Walter Pratt, B. A., 461 N. Quincy St.

Finishers No. 37 (B. & S. W.). Eagle Hall, 57 Centre St.; 1st and 3d Mon.; Frank Moriarty, F. S. and B. A., 22 Parish Bldg.

Grocery and Provision Clerks No. 353. Hotel Belmont, 257 Main St.; 1st and 3d Wed.; A. M. Keyes, B. A.

Heelers, Sluggers, Breasters and Shavers No. 370 (B. & S. W.). Heelers Hall, 93 1/2 Montello St.; 2d and 4th Mon.; Fred W. Farrell, F. S. and B. A.

Horsehoers No. 87 (Journeyman). Mason Bldg., 40 Centre St.; 1st and 3d Fri.; Denis J. O'Shea, R. S., 37 Florence St.

Hotel and Restaurant Employees No. 161. Mason

BROOKTON — Con.

Bldg., 40 Centre St.; 1st and 3d Tues.; John Brady, F. S.; Herbert McGlone, R. S. and B. A.

Lasters No. 100 (B. & S. W.). Eagle Hall, 57 Centre St.; 2d and 4th Fri.; Arthur T. Hatch, F. S.; F. W. Gifford, T.

Lathers No. 123. 126 Main St., Room 26; 1st and 3d Mon.; John Ulticht, R. S., 66 Richmond St.

Laundry Wagon Drivers No. 279. Culinary Alliance Hall, 40 Centre St.; 3d Wed.; Alden E. Gardner, R. S., 117 Florence St.

Laundry Workers No. 64. Ryders Block, Main St.; 2d and 4th Thurs.; Mrs. Lillian Weidhorn, S. T., 26 David St.

Letter Carriers: Branch No. 156. Oko Hall, 248 Main St.; 3d Wed.; Chester C. Gilbert, S., 65 Battles St.

Machinists No. 176. 126 Main St., Rm. 26; 3d Thurs.; E. E. Libby, R. S., 34 Belmont St., Whitman.

Moving Picture Operators No. 437. Painters Hall, 85 Main St.; 1st Sun.; George L. Henault, C. S., and B. A., 450 Crescent St.

Musicians Protective No. 138. Rm. 1, 6 Main St.; 1st Sun.; Walter M. Steele, R. and F. S.

Painters, Decorators and Paperhangers No. 296. Rm. 5, 86 Main St.; Tues.; J. A. Mellom, F. S., 567 Montello St.; T. F. O'Leary, B. A., 29 Union St.

Plumbers No. 276. Clark Bldg., Main St.; Mon.; John J. Callahan, R. S., 11 Snell Pl.; Walter Pratt, B. A., 461 N. Quincy St.

Printing Pressmen No. 108. Oko Hall, 246 Main St.; 2d Tues.; Richard A. Gould, S. T., 96 Moraine St.

Roofers Protective Nos. 23 and 24. Rm. 26, Washburn Bldg., 126 Main St.; 2d and 4th Thurs.; Frank Clifford, S., 335 Court St.; Walter Pratt, B. A., 461 N. Quincy St.

Sheet Metal Workers No. 248. Washburn Block, 126 Main St.; Tues.; A. L. Doten, Jr., F. S., N. Pearl St.

Shoe Repairers No. 393. (See *Boot and Shoe Workers No. 393.*)

Shoers No. 408 (B. & S. W.). Moose Hall, 257 Main St.; 1st and 3d Mon.; Harry A. Tyler, B. A.

Sole Leather Workers No. 74 (B. & S. W.). 68 Main St.; 2d and 4th Tues.; Michael J. Cohan, S.

Solefasteners and Roughrounders No. 111 (B. & S. W.). 1st Parish Bldg.; 2d and 4th Mon., except June, July and Aug.; Emmet T. Walls, B. A., P. O. Box 409.

Stationary Firemen No. 47. Rm. 317, 155 Main St.; 1st Sun. and 3d Fri.; D. Sweeney, R. S., 4 Northfield St., Campello; Louis G. Gasse, B. A., 458 Crescent St.

Steam and Gasfitters No. 316. B. T. C. Hall, 126 Main St.; 2d and 4th Mon.; J. Giard, S., 252 Court St.; Walter Pratt, B. A., 28 Main St.

Steam Engineers No. 601. N. A. S. E. Hall, 47 Centre St.; 2d and 4th Fri.; Roderick Donnell, R. S., 12 Gladstone St.

Stitchers No. 154 (B. & S. W.). Parish Bldg., 23 Main St.; Michael A. Caffrey, F. S.; James Duffy, B. A., 46 Lawrence St.

Local Trade Unions.

BROOKTON — Con.

- Stone Masons No. 14.* Clark's Bk., Main St.; 1st and 3d Sat.; William Hayes, R. S., 129 Summer St., Stoughton.
- Street and Electric Railway Employees No. 335.* Foresters Hall, 54 Main St.; 3d Mon.; Joseph C. Macomber, R. S., 44 Tremont St., Campello; P. F. Sheehan, Pres. and B. A., 167 Copeland St.
- Tailors No. 105.* 11 L Street; 1st Mon.; Peter Neibitt, S., 23 Centre St.
- Teamsters No. 123.* I. N. F. Hall, 55 Ward St.; 1st and 3d Tues.; Joseph J. Dobby, F. S., 22 Kingman Av.; Joseph L. Williams, B. A., 609 Warren Av.
- Telephone Operators No. 37A.* Grant Hall, 28 Main St.; 1st and 3d Mon.; Nellie M. Smith, R. S., 51 N. Manchester St.; June McCormack, F. S., 88 Warren Av.
- Theatrical Stage Employees No. 149.* Musicians Rooms, 6 Main St.; 3d Tues.; William F. Adams, S. T. and B. A., Box 390.
- Trees No. 36 (B. & S. W.).* 40 Centre St.; 1st and 3d Fri.; T. P. McSweeney, B. A.
- Typographical No. 224.* Garde d'Honneur Hall, 13 N. Main St.; 4th Tues.; John A. Hancock, S. T., 1138 N. Main St., Montello.
- Vampers No. 226 (B. & S. W.).* 24 Pariah Bldg.; 2d Mon.; Walter M. Steele, F. S. and T.

Brookfield.

- Boot and Shoe Workers No. 222 (Mixed).* Caucus Hall, Town Hall Bldg., 1st Thurs.; A. H. Belows, F. S. and T., L. B. 130.
- Street and Electric Railway Employees No. 652.* Red Men's Hall, East Brookfield; 3d Wed.; Henry J. Harper, S., East Brookfield.

Brookline.

- Carpenters No. 423.* 178 Washington St.; Mon.; William H. Walsh, S. and B. A.
- Hod Carriers and Building Laborers No. 301.* Goddard Hall, 178 Washington St.; 2d and 4th Tues.; Thomas J. McLaughlin, S., 41 Juniper St.
- Painters, Decorators and Paperhangers No. 709.* Goddard Hall, 178 Washington St.; Wed.; James McKinnon, F. S., 203 High St.; J. A. Boudrot and M. Anderson, Bus. Agts., 12 Kneeland St., Boston.
- Town Employees No. 12540.* Goddard Hall, 178 Washington St.; 1st and 3d Sun.; Thomas A. Mikell, R. S., 57 Pearl St.

CAMBRIDGE.

- Boiler Makers: University City Lodge No. 515.* (See Boston).
- Bookbinders No. 204.* Cambridge Lower Hall, 631 Massachusetts Av.; 4th Thurs.; Daniel A. Mullen, R. S., 67 Beacon St., Som.; Henry W. Gay, B. A., 1083 Dorchester Av., Dor.
- Bookbinders No. 207 (Women).* Orange Hall, Central Sq.; 2d Tues.; Miss Mary Morley, R. S., 20 Polk St., Cham.; Miss Mary E. Meehan, B. A., 663 Broadway, S. B.

CAMBRIDGE — Con.

- Bricklayers, Masons, and Plasterers No. 3¹/₂.* Windsor Hall, 506 Windsor St.; 2d Tues.; John J. Leahy, F. and C. S., 6 Antrim St.
- Building Laborers No. 226.* Chase Hall, 40 Prospect St.; 1st Sun.; Michael J. Donohue, F. S., 145 Hamilton St.
- Carpenters No. 441.* Cambridge Lower Hall, 631 Massachusetts Av.; Wed.; J. L. McIsaac, R. S., 1 Park Pl., Som.; Patrick J. Slowe, B. A., 90 Norfolk St.
- Carpenters No. 1653 (North Cambridge).* Odd Fellows Hall, 2076 Massachusetts Av., N. Cambridge; Tues.; Thomas S. Babineau, R. S., 73 Porter Rd.; Patrick J. Slowe, B. A., 90 Norfolk St.
- City Employees No. 2279.* Cambridge Lower Hall, 631 Massachusetts Av.; 1st and 3d Mon.; Patrick A. Gallivan, R. S., 470 Franklin St.; Michael D. Collins, B. A., 235 Upland Rd.
- City Firemen No. 16224.* Central Bldg.; 1st Wed., J. A. S. Drinkwater, S., 1 Coolidge Pl.
- Federal Labor No. 14599.* M. F. Ahearn, S., 425 Norfolk St., Som.
- Hod Carriers No. 151.* Patrick Fitzgerald, S., 278 Centre St., Dor.
- Machinists No. 150.* (See WATERTOWN.)
- Meat Cutters and Butcher Workmen No. 223.* Independent Hall, Union Sq., Somerville; 2d Sun. and 4th Wed.; John F. Barr, Pres., 157A Somerville Av., Somerville; William J. Curry, R. S., 111 Tremont St.
- Musicians Assembly No. 1331 (K. of L.).* Grant Bldg., cor. Massachusetts Av. and Prospect St.; alt. Fri.; William F. Carmichael, M. W., 26 Park Rd., Belmont.
- Plasterers No. 275.* (See SOMERVILLE.)
- Sewer Workers No. 225.* Main St., near Lafayette Sq.; 2d Fri.; Joseph Sanders, C. S., 43 School St.

Canton.

- Carpenters No. 1754.* Carpenters Hall, Washington St.; Fri.; Harry S. Graham, R. S., 124 Walpole St.; Benjamin Bolles, B. A., Box 125, Sharon.
- Letter Carriers: Branch No. 1520.* Herbert B. Estey, S., Sherman Av.

Chelmsford.

- Granite Cutters (West Chelmsford).* Historical Hall, W. Chelmsford; 1st Thurs. after 15th; William R. Hunter, C. S. and B. A., 615 Princeton St., Lowell.
- Paving Cutters No. 20 (West Chelmsford).* Winship's Hall, Church St.; 2d Mon.; Joe Peters, S., West Chelmsford.
- Quarry Workers No. 28 (West Chelmsford).* West Chelmsford and North Chelmsford Halls; 3d Mon.; Paul Peters, C. S., North Chelmsford.

CHELSEA.

- Bakers Independent Union (Inc.).* 61 Fourth St.; 1st Fri.; Morris Potter, S. and B. A., 61 Fourth St.

Local Trade Unions.

CHELSEA — Con.

- Carpenters No. 448.* K. of P. Hall, 220 Broadway; Mon.; Charles Noel, S. and B. A., 86 Grove St.
- Carpenters No. 857* (Hebrew). Park Hall, 108 Park St.; Tues.; Harry Kolmonovitch, F. S., Essex St.; Kalnan Disler, B. A., 24 Shirley Av., Revere.
- City Employees No. 58.* Park Hall, 108 Park St.; 2d Mon.; James J. Cassidy, R. S., 180 Williams St.; Frank Griffin, B. A., 92 Grove St.
- Elastic Goring Weavers.* Park Hall, 108 Park St.; 1st Fri.; A. Cater, S., 214 Fenno St., Revere; William Ball, B. A.
- Iron Molders No. 189.* Union Hall, 220 Broadway; 4th Fri.; John Dignan, C. R., 20 Thatcher St., Malden; William John, B. A., 665 Washington St., Boston.
- Painters, Decorators, and Paperhangers No. 683.* Park Hall, 108 Park St.; Wed.; Simon Hentoff, F. S., 201 Chestnut St.; David A. Ienberg, B. A., 51 Hawthorn St.
- Retail Clerks No. 88.* Union Hall, 220 Broadway; 1st and 3d Mon.; F. M. Winchester, S. T., 56 Library St.
- Rag Pickers and Sorters Union (Ind.).* 19 Everett Av.; Sat.; M. Hamlin, S., 14 Leverett St.
- Shoe Workers No. 15* (Mixed) (U. S. W.). (See Boston).
- Shoe Workers No. 99* (U. S. W.) (Mixed). H. L. Friedstrom, S., 13 Alfred St., Everett.
- Shoe Workers No. 105* (U. S. W.) (Mixed). H. L. Friedstrom, S., 13 Alfred St., Everett.
- Street and Electric Railway Employees No. 240.* K. of C. Hall, 220 Broadway; 2d and 4th Tues.; Joseph J. Walsh, R. S., 50 Fernwood Av., Revere; James M. O'Brien, B. A., 117 Mountain Av., Revere.

Chester.

- Granite Cutters: Chester Branch.* Socialist Hall; 1st Mon. after 15th; Girarde DiBona, S., Box 57.
- Paving Cutters No. 19.* At the quarry; 15th of month; Aleck A. Mitchell, R. S., R. F. D. No. 1.
- Quarry Workers No. 48.* At the quarry; generally 3d Thurs.; Eugene C. Turner, F. and C. S., Route 3.

CHICOPEE.

- Barbers No. 199.* Red Men's Hall, Main St., Chicopee Falls; 1st Tues.; Edward S. Dupuis, S. and B. A., 16 Harvard St., Chicopee Falls.
- Bartenders No. 116.* A. O. H. Hall, 208 Exchange St.; 2d and 4th Sun.; Thomas F. Rooney, S., 72 Court St., Chicopee Falls.
- Bottlers and Drivers No. 65.* Polish Nat'l Home, Centre St.; 2d Sun.; Patrick Crowley, R. S., 249 Centre St.; Hugh Bowen, B. A., 124 Green St., Springfield.
- Carpenters No. 686.* Canadian Hall, 35½ Centre St.; Wed.; Edmond A. Page, R. S., Box 29; Thomas McCarroll, B. A., 845 Worthington St., Springfield.
- Culinary Alliance No. 291.* A. O. H. Hall, 208 Exchange St.; 1st and 3d Mon.; William W. McGowan, S., 246 Exchange St.

CHICOPEE — Con.

- Firemen No. 385.* Hibernian Hall, Exchange St.; 2d and 4th Tues.; Patrick Cummings, S., 202 Hampden St.
- Iron Molders No. 117.* K. of C. Hall, 254 Exchange St.; 1st and 3d Fri.; M. A. Morrissey, C. S., 39 School St.
- Letter Carriers: Branch No. 641* (Chicopee Falls). Members' houses; on call; J. F. O'Connor, S., 52 Emmett St.
- Letter Carriers: Branch No. 767.* Living Room, P. O.; last Mon.; Albert I. Harrison, S.
- Loomfixers No. 17.* A. O. H. Hall, 208 Exchange St.; 2d and 4th Fri.; Joseph Gamache, R. S.
- Loomfixers No. 381.* St. Michael Hall, 84 Market St.; last Fri.; Mateaus Bury, S., 8 W. Main St., Chicopee Falls.
- Loomfixers No. 524* (U. T. W.). Pulaski Assn. Hall, 61 Cabot St.; 1st and 3d Fri.; Antoni Wisniowski, R. S., Box 18.
- Machinists No. 745.* James Wickham, Org., 257 Main St., Springfield.
- Painters, Decorators, and Paperhangers No. 299.* A. O. H. Hall, 208 Exchange St.; Wed.; R. J. Paquette, R. S., 30 Perkins St.
- Stationary Firemen No. 325.* A. O. H. Hall 208 Exchange St.; 2d and 4th Tues.; Patrick Cummings, S., 202 Hampden St.
- Weavers No. 751* (Cotton Mill). Polish National Home, 140 Cabot St.; 1st Tues.; Michael F. Tryba, F. S. and B. A., Box 38.

Clinton.

- Barbers No. 652.* 168 Church St.; last Tues.; Harry O. Winn, C. and F. S., 27 Laurel St.
- Bartenders No. 278.* 116 High St.; Sun.; Michael J. McNamara, F. S., 69 Winter St.
- Bricklayers, Masons, and Plasterers No. 23.* Carpenters Hall, 36 High St.; Mon.; William Killeen, F. S., 121 Berlin St.
- Carpenters No. 858.* Green Bld., High St.; Thurs.; Lewis K. Foster, R. S., N. Main St.; Oliver Jonah, B. A., 62 Madison St., Worcester.
- Letter Carriers: Branch No. 199.* John E. O'Malley, S.
- Loomfixers No. 81* (Cotton). Foresters Hall, High St.; 2d Tues.; John Reynolds, R. S., 15 Barrett St.
- Painters, Decorators, and Paperhangers No. 414.* 6 Murphy's Bld., High St.; 2d and 4th Tues.; Thomas W. Downey, R. S., 21 Pleasant St.
- Railroad Telegraphers No. 104* (Ayer Division). Hotel Oxford, High St.; on call; James P. Rutledge, S. T., 14 Pine St.

Cohasset.

- Carpenters No. 1183.* Members' homes; alt. Tues.; Abram J. Antoine, R. S., Box 169; Leroy W. Beedle, B. A., 56 Hobart St., E. Braintree.

Concord.

- Carpenters No. 1593.* Urquhart Hall, Main St.; Wed.; H. L. Nashe, F. S., 5 Bedford St.

Local Trade Unions.

Concord — Con.

Letter Carriers: Branch No. 1143 (Concord Junction). John E. Reilly, S.
Letter Carriers: Branch No. 1187. Post Office; William H. Dee, Pres. and S., 60 Bedford St.
Painters, Decorators, and Paperhangers No. 339. Carpenters Hall, Main St.; 1st and 3d Mon.; James J. Mara, S. and B. A., 34 Bedford St.
Telephone Operators No. 18A. Union Hall, Main St.; 2d Mon.; Alice L. Brown, Pres., 26 Belknap St.; Margaret Mansfield, B. A., Bedford St.

Danvers.

Boot and Shoe Workers No. 79 (Mixed). Carroll's Hall, Maple St.; 2d and 4th Mon.; James H. Murphy, S. T. and B. A., 143 Maple St.
Carpenters No. 1144. Carroll's Hall; 1st and 3d Fri.; F. C. McFarland, S., 125 Pine St.
Letter Carriers: Branch No. 773. John W. Kirby, S.

Dedham.

Bricklayers, Masons, and Plasterers No. 48. Hibernian Hall, High St.; 1st and 3d Mon.; Raymond F. Monahan, C. S., 96 Chapel St., Norwood; George M. Brooks, B. A., Nahatan St., Norwood.
Carpenters No. 888. Danforth Bldg., Dedham Sq.; Mon.; Robert Carleton, R. S., 409 High St.; George N. Brooks, B. A., 459 Washington St., Norwood.
Folders Protective Association No. 885 (E. Dedham). Imperial Club Rooms, E. Dedham; 1st Mon.; George A. Farr, S., 33 High St.; Thomas F. McMahon, B. A., 73 Atwells Av., Providence, R. I.
Letter Carriers: Branch No. 764. Daniel J. Murray, S.
Street and Electric Railway Employees No. 378. Odd Fellows Hall, 626 High St.; 1st Wed.; Harry J. Conlon, R. S., 64 Carroll St., W. Rox.; James Quinn, B. A., Bussey St., East Dedham.

Easthampton.

Building Laborers No. 41. German Hall, Clark St.; 2d Thurs.; Richard M. Murphy, S., 61 Mount Tom Av.; Joseph Varney, B. A., 81 Pleasant St.
Carpenters No. 1578. German Hall, Clark St.; 2d and 4th Fri.; Leo Gauthier, R. S., 21 Mt. Tom Av.
Elastic Goring Weavers: Easthampton Branch. German Hall, Clark St.; 3d Mon.; Harry Moore, S., S. Park St.
Letter Carriers: Branch No. 969. Thomas E. Sullivan, S.

East Longmeadow.

Quarry Workers No. 30. Town Hall; 3d Tues.; John A. Johnson, S., Box 14.

Easton (NORTH EASTON).

Boot and Shoe Workers No. 386 (Mixed). Kelleys Hall, Centre St., N. Easton; 4th Mon.; Carl Nyquist, S. T., 21 Reynolds St., N. Easton.

Easton (NORTH EASTON) — Con.

Carpenters No. 784. Spooner Hall, Centre St., N. Easton; 2d and 4th Thurs.; J. W. Gilliat, F. S., R. F. D., N. Easton; J. W. Watts, R. S., N. Easton.
Painters, Decorators, and Paperhangers No. 788. Spooner Hall, Centre St., N. Easton; 1st Mon.; Anders H. Carlson, F. S., 2 Linden St., N. Easton; John Long, B. A., Main St., N. Easton.

EVERETT.

Carpenters No. 780. Foresters Hall, 443 Broadway; Wed.; B. M. Parker, S., 7 Oliver St.; Anderson McBride, B. A., 8 Ash Av., Somerville.
Chemical Workers No. 15390. Emmett Hall, Corey St.; 1st and 3d Thurs.; Thomas Prestley, S., 21 Plumer St.
Municipal Laborers No. 901. Emmett Hall, cor. Second St. and Boulevard; 1st Sun.; Thomas McEleneey, R. S., 293 Chelsea St.

Fairhaven.

Letter Carriers: Branch No. 1708. James E. Bradshaw, S., 1230 Acushnet Av., N. B.

FALL RIVER.

Barbers No. 331. Bricklayers Hall, 14 Market St.; last Mon.; William Wallworth, F. S., 611 Warren St.; William Chadderton, B. A., 42 Buffinton St.
Bartenders No. 99. Quinlan Leary Bldg., 16 Hartwell St.; 2d and 4th Sun.; Patrick J. Mullins, S. T. and B. A., 278 Oak Grove Av.
Bleachers No. 1033 (U. T. W.). A. O. H. Hall, Rodman and S. Main Sts.; 4th Tues.; Sydney Vanse, S., 801 Stafford Rd.
Bleachers No. 1044 (U. T. W.) (Dyers and Finishers). Portuguese Hall, William St. and Broadway; 1st and 3d Fri.; James McPartland, Asst. S., 256 Whipple St.
Brewery Workers No. 137. Columbian Hall, cor. Rodman and S. Main Sts.; 2d and last Wed.; James E. Greenwood, F. S. and B. A., 1691 S. Main St.
Bricklayers, Masons, and Plasterers No. 11. 14 Market St.; Wed.; Thomas Entwistle, C. S., 16 Thomas St.
Card Room Protective Association No. 13. Weavers Hall, 142 Second St.; 2d Wed.; James Tansey, S., Box 353.
Carpenters No. 223. Carpenters Hall, 446 Columbia St.; Wed.; Richard B. Quigley, R. S., 484 Division St.; Charles H. Percival, B. A., 497 Cambridge St.
Carpenters No. 805. 448 Columbia St.; 1st and 3d Fri.; Jack Levinson, F. S., 196 Spring St.; Charles H. Percival, B. A., 517 Cambridge St.
Carpenters No. 1305 (French). 14 Market St.; Wed.; Joseph Vesina, R. S., 166 Irving St.; Charles H. Percival, B. A., 517 Cambridge St.
Cigar Makers No. 494. 904 Bedford St.; 4th Thurs.; Robert McConnell, S. and B. A., 906 Bedford St.

Local Trade Unions.

FALL RIVER — Con.

City Employees No. 12875. Eagles Hall, 318 S. Main St.; 1st and 3d Tues.; Augustin Audette, F. S., 311 Fifth St.; Frank Geary, R. S., 176 Robeson St.
Cloth Folders No. 280. Columbia Hall, S. Main St.; 2d and 4th Wed.; George Blake, S. T., Fourth St.
Doffers No. 1057 (U. T. W.). Portuguese Hall, William St. and Broadway; 1st and 2d Sun.; John F. Mello, S. T., 181 Division St.; Thomas F. McMahon, B. A., 715 Atwells Av., Providence, R. I.
Electrical Workers No. 457. Room 9, Citizens Savings Bank Bldg.; Mon.; Arthur W. Lawrence, R. S., 1119 Rodman St.; William Kaylor, B. A., 199 Mason St.
Granite Cutters: Fall River Branch. Weavers Hall, 142 Second St.; Fri. on or after 15th; August Swanson, S. T., 84 Stetson St.
Iron Molders No. 48. Cor. Main and Bedford Sts.; 1st and 3d Wed.; William Acton, C. S., 173 Mott St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
Lathers No. 139. Carpenters Hall, 14 Market St.; 1st and 3d Mon.; Clarence E. Armstrong, R. and C. S., 235 Mott St.
Letter Carriers: Branch No. 51. 374 Anawan St.; 1st Wed.; Louis A. Roy, R. S., 346 County St.
Loomfixers. Loomfixers' Hall, 370 Bedford St.; 1st Wed.; Thomas Taylor, S. T. and B. A., 370 Bedford St.
Machinists No. 759. Mule Spinners Hall, 42 Second St.; 1st and 3d Wed.; James Ainsworth, F. S., 57 Arizona St.
Moving Picture Machine Operators No. 484. Painters Hall, 21 Granite St.; 3d Tues.; Robert W. Sheldon, S., 1019 High St.
Mule Spinners Association No. 1, Cotton. Hyde Bldg., 42 Second St.; 2d Wed.; Thomas O'Donnell, S. T., P. O. Box 203.
Musicians Protective No. 218. Room 10, Merchants Bldg.; 1st Sun.; Frank Mellor, S. and B. A., 376 County St.
Painters, Decorators, and Paperhangers No. 75. Painters Hall, 21 Granite St.; 1st and 3d Tues.; John W. Whitworth, R. S., Box 272.
Paving Cutters No. 63. Social Hour Hall, Pine St.; 2d Mon.; William Ellis, S. T., 38 Fruit St.
Plumbers No. 135. Painters Hall, 21 Granite St.; Fri.; Ralph Anthony, R. S., Box 610; Charles Percival, B. A., 517 Cambridge St.
Railroad Trainmen: Mt. Hope Lodge No. 475. K. of P. Hall, 16 Pleasant St.; Edward Barry, S.; Peter G. Richardson, B. A., 207 Durfee St.
Retail Clerks Union No. 1120. G. A. R. Hall, Bedford St.; 3d Mon.; George A. Morgan, S., 203 Diman St.; Robert Chew, B. A.
Retail Clerks No. 1189. No special place; 2d Tues.; Joseph La Fond, S., 259 Harrison St.
Sheet Metal Workers No. 286. Carpenters Hall, 443 Columbia St.; 1st and 3d Mon.; Allan A. Lamond, R. S., 223 Doyle St.; William F. Kaylor, B. A., 199 Mason St.
Slasher Tenders No. 51. Weavers Hall, 142 Second

FALL RIVER — Con.

St.; 2d Wed.; William Harwood, S. and B. A., Box 221.
Stationary Firemen No. 291. 16 Hartwell St.; 1st Sun. and 3d Wed.; Daniel P. Shea, F. S. and B. A., 486 Third St.
Steam Engineers No. 168. St. Mary's Hall, cor. S. Main and Bedford Sts.; 1st Fri.; Guthrie Munroe, R. S., 363 Centre St.
Steamfitters and Helpers No. 646. Painters Hall, 21 Granite St.; 1st and 3d Wed.; Irving Mills, S., 4 Albion St.; William F. Kaylor, B. A., 199 Mason St.
Stenotypers No. 52. Wilbur House; 1st Mon.; Ernest Gifford, S., 126 Armour St., New Bedford.
Street and Electric Railway Employees, Division No. 174. Quinlan Leary Hall, 16 Hartwell St.; 2d and 4th Mon.; Charles Woodward, R. S., 300 Buffinton St.
Telephone Operators No. 21A. G. A. R. Hall, 78 Bedford St.; 1st Mon.; Miss Catherine F. Coughlin, F. S. and T., 114 Dover St.
Theatrical Stage Employees No. 57. Painters Hall, 21 Granite St.; 3d Mon.; William A. Dillon, S. T., 237 Third St.; Joseph Lannon, B. A., 454 Third St.
Typographical No. 161. Typographical Union Hall, Pleasant St.; 1st Fri.; Charles E. Clarke, S. T., Box 479.
Weavers Protective Association No. 14 (Nat. Amal.). Weavers Hall, 142 Second St.; 2d Wed.; James Whitehead, S., Box 713.
Web Pressmen No. 38. Fall River Globe Office; 2d Wed.; Isaiah C. Wagner, S. T., 979 Pleasant St., New Bedford.

FITCHBURG.

Barbers No. 284. C. L. U. Hall, 48 Wallace Av.; 4th Tues.; Walter L. Remington, F. and C. S., 2 Day St.
Bartenders No. 97. C. L. U. Hall, 48 Wallace Av.; 3d Sun.; John P. Regan, S. T., 82 Pine St.
Bricklayers and Masons No. 19. Bricklayers' Hall, 352 Main St.; Mon.; Herbert Williams, F. S., 17 Fairview St.
Carpenters No. 778. C. L. U. Hall, 48 Wallace Av.; Thurs.; R. Harry Cotton, R. S., 69 Cedar St.; Albert Lafrennie, B. A., 59 Tisdale St., Leominster.
Carpenters No. 1239. Carpenters Hall, 140 Fairmont St.; 2d and 4th Wed.; Patrick Theriault, C. S., 112 Fairmont St.; Albert Lafrennie, B. A., 59 Tisdale St., Leominster.
Cigar Makers No. 475. 160 Water St.; 1st Fri.; John J. Sweeney, F. and R. S., 160 Water St.
Electrical Workers No. 286. B. T. C. Hall, 13 Blossom St.; 2d and 4th Thurs.; John J. Gilmartin, R. S., 14 Water St., Lane.
Federal Union No. 14653 (Employees Finnish Pub. Co.). 48 Wallace Av.; 1st Mon.; Jacob A. Kangas, F. S., 10 Tapio St.; A. E. Usenius, B. A.
Granite Cutters: Fitchburg Branch. Patches Blk., Main St.; James R. McNeil, Dist. Officer, 20 Cherry St., Leominster.

Local Trade Unions.

FITCHBURG — Con.

Hod Carriers No. 39. Bricklayers Hall, 352 Main St.; 2d and last Thurs.; John H. Roobe, C. S., 3 Portland St.

Iron Molders No. 97. Bricklayers Hall, 352 Main St.; 1st and 3d Thurs.; John Walters, C. R., 24 Day St.; Eugene Murphy, B. A., 116 Winalow Av., Norwood.

Letter Carriers: Branch No. 16. C. L. U. Hall, 48 Wallace Av.; 2d Tues.; W. H. Goodfellow, S., 101 Walton St.; F. W. Abbott, Treas. and B. A., Highland Av. Ext.

Locomotive Engineers: Wachusett Division No. 191. Brigham Hall, 426 Main St.; 2d and 4th Sun.; Ashton D. Ross, S. T., 121 Summer St.

Locomotive Firemen: H. P. Littlejohn Lodge No. 410. Red Men's Hall, 22 Cushing St.; 1st and 3d Sun.; Eugene McClumpha, R. and F. S., 162 Summer St.

Machinists: Rollstone Lodge No. 409. Bricklayers Hall, 352 Main St.; 1st and 3d Tues.; Arthur K. Ray, R. S., 83 Walnut St.

Maintenance of Way Employees No. 8. G. A. R. Hall, 304 Main St.; 4th Sun.; Arthur F. Lawrence, S. and B. A., Box 25, S. Acton.

Municipal Employees No. 810. 48 Wallace Av.; 2d and 4th Fri.; Francis H. Taylor, Pres., 156 Kimball St.

Musicians No. 173. 75 Main St.; 1st Sun.; E. L. Cook, R. S., 36 Blossom St.

Painters, Decorators, and Paperhangers No. 178. C. L. U. Hall, 48 Wallace Av.; 2d and 4th Mon.; Richard Hunter, R. S., 17 Goddard St.; John H. Roobe, F. S., 3 Portland St.

Paper Makers No. 12. 1080 River St.; 1st and 3d Sun.; Patrick Fleming, R. S., 137 Depot St.

Pattern Makers (Branch of Worcester). Belding Bldg.; 352 Main St.; 2d and 4th Thurs.; E. W. Millar, R. S. and B. A., 70 Pine St.

Paving Cutters No. 14. 48 Wallace Av.; 2d Tues.; John Myllykangas, S., 205 Rollstone St.

Plumbers and Steamfitters No. 92. C. L. U. Hall, 48 Wallace Av.; 2d and 4th Wed.; John L. McMurray, R. S., 50 Goodrich St.

Railroad Trainmen: Hoosac Tunnel Lodge No. 93 (B. & M. R.R.). K. of H. Hall, 1 Oliver St.; 2d and 4th Sun.; M. W. McInerney, Treas., 25 Congress St.

Railroad Workers: Bay State Lodge No. 27. C. L. U. Hall, 48 Wallace Av.; 2d and 4th Fri.; Moses J. Bernard, F. S., 1287 Water St.; T. H. Condon, B. A., 15 Boardman St., Salem.

Railroad Workers: Fitchburg Lodge No. 79. Loretto Hall, 326 Water St.; 2d Sun.; O. B. Thibault, F. S., 114 Fairmont St.; S. C. Leclair, C. S., 245 Fairmont St.

Railway Clerks: Wachusett Lodge No. 106. G. A. R. Hall, 304 Main St.; 1st Sun.; A. G. Houghton, S. T. and B. A., 15 Linden St.

Railway Conductors No. 146. Red Men's Hall, 22 Cushing St.; 2d Sun.; Spencer Pearson, S. T., 31 Sargent Av.

Retail Clerks No. 1302. Lawri Kojander, S., 12 Foster St.

Sheet Metal Workers No. 186. Bldg. Trades Hall,

FITCHBURG — Con.

8 Blossom St.; 1st and 3d Tues.; Gordon Dunn, R. S., 963 Main St.; Albert Lafrennie, B. A., 59 Tisdale St., Leominster.

Stationary Firemen No. 85. C. L. U. Hall, 48 Wallace Av.; 2d and 4th Sun.; Henry Hardiman, R. S., 114 Green St.

Teamsters No. 473. Brooks Hall, cor. Oliver and Main St.; 1st and 3d Sun.; Elmer Clark, R. S., 41 Water St., care of J. P. Squire Co.; G. E. Mills, B. A., 1107 Main St.

Telephone Operators No. 11A. B. T. C. Hall, 13 Blossom St.; 2d and 4th Mon. (July and Aug., 2d Mon. only); Miss Florence A. Johnson, R. S., 31 Gillis Ct.

Telephone Workers No. 279 (Electrical Workers). G. A. R. Hall, 304 Main St.; 1st Tues. and 3d Sun.; Louis F. Wood, R. S., 3 Welch Pl., Clinton.

Textile Workers No. 892. C. L. U. Hall, 48 Wallace Av.; 2d and 4th Sun.; Frans Silonen, R. S., 229 Rollstone St.

Theatrical Stage Employees No. 86. C. L. U. Hall, 48 Wallace Av., 3d Sun.; Francis Flanagan, R. S., P. O. Box 158; F. J. Charlton, Pres. and B. A., Box 158.

Typographical No. 683 (Fitchburg and Leominster). C. L. U. Hall, 48 Wallace Av.; 1st Mon.; W. W. Farnsworth, F. S. and B. A., 31 Ash St.

Foxborough.

Granite Cutters. Louis W. Curry, Dist. Officer, South St.

Iron Molders No. 323 (Foxborough and Norwood). (See Norwood).

Framingham (South Framingham).

Barbers No. 389. C. L. U. Hall, 12 Howard St.; 2d and 4th Wed.; Philip A. Ward, C., F. S. and B. A., 20 Concord St.

Boot and Shoes Workers No. 19 (Mixed). C. L. U. Hall, 12 Howard St.; 1st and 3d Thurs.; Miss Elsie F. Clinton, F. S., 246 Waverly St.

Bricklayers, Masons, and Plasterers No. 61. Porter Bldg., Concord St.; 1st and 3d Mon.; Thomas B. Mulqueeney, F. and C. S., 80 Summer St., Natick.

Carpenters No. 380. C. L. U. Hall, 12 Howard St.; 1st and 3d Mon.; Edward L. Hand, R. S. and B. A., Box 21.

Electrical Workers: Sub-Local No. 1 of Local No. 104 of Boston. C. L. U. Hall, 12 Howard St.; Tues.; E. F. Fletcher, F. S., 38 Proctor St.; J. A. McGarry, B. A., 41 E. Central St., Natick, or 995 Washington St., Boston.

Letter Carriers: Branch 334. Living Room, P. O.; at call of Pres.; D. F. Brown, Pres.; George E. Fairbanks, S.

Machinists: Hopedale Lodge No. 48. By appointment; W. F. Mason, S., 26 Dennison Av.

Musicians No. 393. (See Natick).

Painters, Decorators, and Paperhangers No. 663. C. L. U. Hall, 12 Howard St.; 2d and 4th Mon.; O. U. Cheney, F. S., 10 Hollis St.

Local Trade Unions.

Frammingham (SOUTH FRAMMINGHAM) — Con.

Railroad Station Employees No. 37. I. A. A. C. Hall; 2d Tues.; William H. Carroll, S. T. and B. A., Standish House.

Railroad Treshmen: Frammingham Lodge No. 336. K. of P. Hall, Irving Sq.; 1st Sat. and 3d Sun.; Fred Cahill, S., 114½ Hollis St.

Railway Clerks No. 194. Foresters Hall, Smith's Block, cor. Waverly St. and Irving Sq.; 2d Thurs.; Clifton E. Gassett, S. T., 3 Webster St.; Edward J. Murphy, B. A., cor. Pine and Cedar Sts.

Street and Electric Railway Employees No. 690. C. L. U. Hall, 12 Howard St.; 2d Thurs.; Francis E. Fletcher, S., 162 Eastern Av.; W. C. Wright, B. A., Newton Pl.

Telephone Operators No. 7A. C. L. U. Hall, 12 Howard St.; 1st and 3d Thurs.; Ruth L. Han-
non, S., 51 Arlington St.

Typographical No. 495. Eagles Hall, Irving Sq.; 1st Fri.; Henderson Brodie, C. S., Holliston, Mass.; A. E. Fitzgerald, F. S., 4 Clark St.

Franklin.

Carpenters No. 1230. Red Men's Hall, Main St.; 1st Mon.; William J. Dauphinee, R. S., 92 Park Rd.; Oliver Jonah and Bennett F. Gordon, Bus. Agts., 62 Madison St., Worcester.

Letter Carriers: Branch No. 923. R. F. Costello, S. Molders No. 378. Central Hall, Central St.; 1st Tues.; George H. Perkins, F. S., 13 Alpine Pl.; Eugene L. Murphy, B. A., 116 Winalow Av., Norwood.

Gardner.

Barbers No. 550. C. L. U. Hall, 1 Oak St.; last Mon.; Arthur Arseneault, F. S., 20 Parker St.; Henry Gallant, B. A., 6 Chestnut St.

Bartenders No. 370. Barthells Hall, 1 Oak St.; 2d Sun.; John W. Rafferty, S. T. and B. A., 338 Elm St.

Bricklayers, Masons, and Plasterers No. 44. Ryan's Hall, 46 Parker St.; 2d and 4th Wed.; John A. Mulcahy, C. S., 173 Temple St.

Carpenters No. 670. Barthells Hall, 1 Oak St.; 1st and 3d Thurs.; Joseph B. Gordon, R. S., Olney St., Sta. A.; Albert Lafrennie, B. A., 59 Tisdale St., Leominster.

Carpenters No. 1852 (Furniture and Wood Workers). Barthells Hall, 1 Oak St.; 2d and 4th Wed.; George Stevens, F. S., 67 Pine St.

Iron Workers No. 334. Barthells Hall, 1 Oak St.; 1st and 3d Fri.; James P. Walsh, S., 117 Maple St.

Letter Carriers: Branch No. 747. On call; C. A. Thrower, R. S., 149 High St.

Molders No. 407. Barthells Hall, 1 Oak St.; 2d and 4th Mon.; Aaron Loper, C. R., 159 Baker St.; Eugene Murphy, B. A., 116 Winalow Av., Norwood.

Painters, Decorators, and Paperhangers No. 771. Barthells Hall, 1 Oak St.; 1st and 3d Mon.;

Gardner — Con.

James Morrissey, R. S., 132 Parker St.; Philias Gallant, F. S., 119 Greenwood St.

Plumbers No. 648. Foresters Hall, 46 Parker St.; 2d Fri.; J. Frank Moore, S. T., 127 Pleasant St.; William W. Norris, B. A., West St.

Stationary Firemen No. 187. Workingman's Hall; 2d Sun. and 3d Tues.; Emil Lani, R. S., off Branch St.

Willow, Reed and Rattan Workers No. 1001. Barthells Hall, 1 Oak St.; 2d and 4th Thurs.; Joseph Chartier, F. S., 22 Rock St.

GLOUCESTER.

Barbers No. 375. Odd Ladies Hall, 171 Main St.; 2d Wed.; James A. Larose, C., F. S. and B. A.; 2 Duncan St.

Bartenders No. 151. C. L. U. Hall; 2d Sun.; Wilmot E. Dench, S. T., 20 E. Main St.

Bricklayers, Masons, and Plasterers No. 31. Andrews Hall, Main St.; 1st Wed.; Fred B. Saunders, C. S., Annisquam, Mass.

Carpenters No. 910. Mansfields Hall, Main St.; 1st and 3d Mon.; Guy S. Swett, R. S., Bonds Hall; L. E. Dumas and C. H. Moore, Business Agents, 71 Washington St., Salem.

Cigar Makers No. 324. 273 Main St.; 1st Tues.; Patrick J. Nally, S., 14 Short St.

Coast Fishermen. Thomas Furlong, S., Gen. Del.

Electrical Workers No. 699. C. L. U. Hall; 1st and 3d Tues.; Silvester D. Deering, S. and B. A., 41 Western Av.

Fish Splitters and Handlers No. 14370. Mansfield Hall, Main St.; Wed.; Fred W. Tarbox, R. and C. S., 23 E. Main St.

Fish Workers No. 14307 (A. F. of L.). Yates Hall, 163 Main St.; Thurs.; Joseph G. Grace, R. S., 66 Perkins St.

Granite Cutters: Cape Ann Branch (Gloucester and Rockport). Pythian Hall, Lanesville; 3d Tues.; Hart Harris, C. S., 973 Washington St., Gloucester.

Hod Carriers, Building and Common Laborers No. 323. Henry Aho, S., 38 Sargent St.

Letter Carriers: Branch No. 107. S. W. Adams, S.

Musicians No. 324. Odd Ladies Hall, 173 Main St.; 2d Sun.; Bernard F. Mofte, S., 10 Clarendon St., E. Gloucester; Christian D. Saunders, B. A., 6 Summit St.

Painters No. 178. Fishworkers Hall, 164 Main St.; Fri.; John E. Carrigan, S., 5 Mason Ct.; Louis Francis, B. A., 10 Cross St.

Paving Cutters No. 58 (Lanesville). Wainola Hall, Langsford St.; 2d Fri.; Andrew G. Cederstrom, S., 1245 Washington St., Lanesville.

Plumbers and Steamfitters No. 422. Andrews Hall, 73 Main St.; 2d and 4th Tues.; H. A. Nichols, Statistician, 23 Wheeler St.; Thomas Lynn, S., 117 Main St.

Quarry Workers No. 81. Wainola Hall, Langsford St.; 1st Fri.; Otto Karstunen, C. S., 25 Lev-
erett St., Lanesville.

Sail Makers' Union No. 12751. 161 Main St.; 1st and 3d Wed.; Wm. D. McCarthy, S. and B. A., Manchester.

Local Trade Unions.

GLOUCESTER — Con.

Ship Riggers No. 14336. C. L. U. Hall; 1st Wed.; Geo. Roberts, S. and B. A., 18 Maplewood Av.
Street and Electric Railway Employees No. 870. Yates Hall, 163 Main St.; 1st Wed.; W. J. Pratt, S., 45 Harts St.; W. F. Poole, B. A.

Great Barrington.

Bartenders No. 731. Foresters Hall, Main St.; 2d Sun.; John J. Veeley, F. S., Box 52.
Bricklayers, Masons, and Plasterers No. 49. Colombo Hall, Main St.; 1st and 3d Mon.; Patrick R. Noonan, C. S., Forest Av., Housatonic; Charles Viola, B. A., Gt. Barrington.
Carpenters No. 1045. G. A. R. Hall, Bridge St.; 1st and 3d Tues.; Charles H. Bell, F. S., 631 S. Main St.
Hod Carriers, Building and Common Laborers No. 319. John Marchetti, S., 15 Pearl St.
Letter Carriers: Branch No. 921. Post Office, Main St.; H. A. Turner, S.
Painters, Decorators, and Paperhangers No. 687. I. O. O. M. Hall; 1st and 3d Tues.; William McCarty, R. S., Housatonic, Mass.
Plumbers and Steamfitters No. 529. George A. Anderson, S., 24 Cottage St.
Telephone Operators No. 25A. (See PITTSFIELD.)

Greenfield.

Barbers No. 265. Sauters Barber Shop, Main St.; last Mon.; H. O. Winterhalter, F., C. S. and B. A., Elm House (Barber Shop).
Bartenders No. 147. Commonwealth Hall, Main St.; last Sun.; Henry L. Russell, S. T. and B. A., Mansion House.
Boiler Makers: Franklin Lodge No. 517 (B. & M.). (See NORTHAMPTON.)
Bricklayers and Plasterers No. 36. Commonwealth Hall, Main St.; 1st and 3d Wed.; Peter Foley, R. S., 17 G St., Turners Falls.
Carpenters No. 549. Commonwealth Hall, Main St.; 2d and 4th Wed.; Joseph L. Donovan, R. S., 11 Canal St., Turners Falls; F. Newton Allen, F. S., 13 Quincy St.
Electrical Workers No. 161. John R. Walden, S., 63 Davis St.
Iron Molders No. 347. Eagles Hall; 3d Mon.; Philip Bellemore, C. R., 60 K St., Turners Falls; James A. Loveday, B. A., 768 Asylum Av., Hartford, Conn.
Letter Carriers: Branch No. 261. Living Room, P. O.; Gottlieb J. Stark, S. T., 18 Power Ct.
Locomotive Engineers: Deerfield Valley Division No. 18. K. of P. Hall, Sheldon Block, Main St.; 2d and 4th Sun.; Edwin Warren, S. T. and B. A., 51 Riddell St.
Locomotive Firemen No. 549. Commonwealth Hall, Main St.; 1st and 3d Tues.; E. A. Parker, R., F. S. and B. A., 37 Montague City Rd.
Machinists No. 431. Commonwealth Hall, Main St.; 2d and 4th Fri.; J. H. Barnfather, R. S., 19 Prentiss Av.
Machinists Helpers No. 382. 236 Main St., Union Room; 2d Tues.; Carl Eichenauer, S. T., 58 Chapman St.

Greenfield — Con.

Maintenance of Way Employees No. 84. (See NORTHAMPTON.)
Maintenance of Way Employees No. 317. Commonwealth Hall, Main St.; Frank H. Britton, S. T., 83 Birch St.
Painters, Decorators, and Paperhangers No. 844. Commonwealth Hall, 236 Main St.; 2d and 4th Mon.; Joseph Briassette, B. A., 243 Elm St.
Plumbers and Steamfitters No. 408. Commonwealth Hall, Main St.; 2d and 4th Tues.; Elton F. Johnson, R. S., 18 Union St.; F. W. Ward, B. A., Wells St.
Railroad Trainmen No. 486. Foresters Hall, Bank Row; 1st and 3d Sun.; Harry C. Day, S., 40 Allen St.
Railroad Workers: Greenfield Lodge No. 109 (B. & M. R.R.). Socialists Hall, 236 Main St.; 1st and 3d Fri.; F. H. Shumway, F. S., 58 Montague City Rd.; F. S. Greer, B. A., Ames St.
Railway Clerks No. 35. Socialists Hall, 236 Main St.; 3d Wed.; Kenneth M. Qua, R. S., 9 West St.
Typographical No. 687. 18-20 Miles St.; 1st Sun.; James H. Russell, S. T., 3 Oak St.

Hamilton.

Carpenters No. 876. Jones Bldg.; Wed.; Ray G. Knowlton, R. S., Box 54, Wenham; Louis E. Dumas and Clarence Moore, Business Agents, 71 Washington St., Salem.

HAVERHILL.

Allied Shoe Workers. 47 Locust St.; Thurs.; Burt L. Kervin, R. S., 166 Winter St.
Bakers Union No. 41. 2 Gilman Pl.; 1st and 3d Sat.; H. E. Perkins, S., 2 Charles St.
Barbers No. 391. 2 Gilman Pl.; 1st Thurs.; Placid E. Moran, S. and B. A., 69 Essex St.
Bartenders No. 95. 2 Gilman Pl.; 4th Sun.; M. J. Flanagan, R. S., 79 Essex St.
Bricklayers and Masons No. 17. 2 Gilman Pl.; Mon.; John P. McCarthy, F. S., 25 Hale St.; William F. Langton, B. A.
Carpenters No. 88. 2 Gilman Pl.; Tues.; John B. Riley, R. S., 5 Railroad Av., Bradford; C. R. MacGuire, B. A.
Cigar Makers No. 286. 2 Gilman Pl.; 3d Thurs.; Ernest A. Manning, S. T. and B. A., 59 Merrimack St.
Cutters No. 7 (S. W. P.). 47 Locust St.; S. J. Pothier, S.; John F. Bowen, B. A.
Cutters No. 191 (B. and S. W.). 2 Gilman Pl.; Tues.; T. W. Penwell, B. A.
Cutters No. 453. (See Sole Leather Cutters and Sorters No. 453.)
Cutting Die and Cutter Makers No. 310. 2 Gilman Pl.; 2d Wed.; Fred Halloran, S., 16 Eighth Av.
Electrical Workers No. 470. 2 Gilman Pl.; 2d and 4th Fri.; Charles D. Gordon, R. S., 159 Webster St.; William F. Langton, B. A., 2 Gilman Pl.
Hat Finishers Association No. 8, U. S. Wool. 2 Gilman Pl.; 2d Thurs.; G. Cavanaugh, S., care of Emmons Bros. Hat Co.

Local Trade Unions.

HAVERHILL — Con.

Hod Carriers No. 313. 2 Gilman Pl.; 1st and 3d Mon.; Leonardo Scimemio, S., 275 Washington St.
Leathers No. 26 (B. & S. W.). 2 Gilman Pl.; 1st and 3d Thurs.; Daniel F. Healey, S. and B. A.
Laundry Workers No. 144. Gilman Blk., Washington St.; 1st Wed.; Mrs. Rosetta Allard, R. S., 2 Cherry St.
Letter Carriers: Branch No. 26. Percy R. Colby, S. *Machine Operators No. 1* (B. & S. W.). 2 Gilman Pl.; 1st and 3d Wed.; Daniel F. Healey, S. and B. A. *Machine Workmen No. 1* (S. W. P.). 47 Locust St.; Fri.; S. J. Pothier, S.; John F. Bowen, B. A. *Musicians No. 308.* 2 Gilman Pl.; 1st Sun.; George A. Keene, S., Box 47; Albert L. Gillon, Pres., Box 17, Merrimac.
Packing Room Employees No. 471 (B. & S. W.). 2 Gilman Pl.; 3d Thurs.; Daniel F. Healey, S. and B. A. *Painters No. 517.* 2 Gilman Pl.; 1st and 3d Tues.; Wendell S. Palmer, R. S., 261 Main St., Groveland; William F. Langton, B. A. *Plasterers No. 118, Operative.* 2 Gilman Pl.; 1st and 3d Wed.; James Hunt, C. S., 93 Bellevue Av. *Plumbers, Gasfitters, Steamfitters, and Steamfitters Helpers No. 486.* 2 Gilman Pl.; 1st and 2d Wed.; Thomas Preston, R. S., 20 Warren St., Bradford; William F. Langton, F. S. and B. A., 44 Chestnut St.
Shoe Packers No. 287. (See *Trees No. 287.*) *Sole Leather Cutters and Sorters No. 463* (B. & S. W.). 2 Gilman Pl.; 1st and 3d Tues.; Daniel F. Healey, S. and B. A. *Sole Leather Workers No. 341* (B. & S. W.). 2 Gilman Pl.; 4th Thurs.; Daniel F. Healey, S. and B. A. *Steam Engineers No. 468.* 2 Gilman Pl.; Thurs.; Willard A. Parker, S., 268 Salem St., Bradford. *Stitchers No. 6* (Women) (B. & S. W.). 2 Gilman Pl.; 2d and 4th Wed.; Daniel F. Healey, S. and B. A. *Stitchers No. 23, McKay* (U. S. W.). Alex Kaulback, S., Prospect Pk.
Street and Electric Railway Employees No. 503. Labor Temple, 2 Gilman Pl.; 1st and 3d Thurs.; Hasen S. Huntington, R. S., 25 Brookline Av.; Charles Burns, B. A., Day St.
Street and Electric Railway Employees No. 596. 2d and 4th Thurs.; Everett W. Knight, F. S. and T., Merrimac, Mass. *Teamsters No. 327.* 2 Gilman Pl.; 2d and 4th Wed.; John Macdougall, F. S. and B. A. *Telephone Operators No. 20A.* Engineers Hall, 8 Main St.; 3d Mon.; Miss Hazel Morrison, R. and C. S., 5 Arch St. *Theatrical Stage Employees No. 331.* Colonial Theatre, 187 Merrimack St.; 1st Tues.; William Coogan, F. S., 47 Washington Av.; William H. Kelley, B. A., 6 Dustin Pl.
Trees No. 287 (B. & S. W.). 2 Gilman Pl.; Mon.; Daniel F. Healey, S. and B. A. *Trees and Ironers, Ind.* Hodgdon Hall, 163 Merrimack St.; Thurs.; S. J. Pothier, Org., 47 Locust St.
Turn Workmen No. 2 (B. & S. W.). 2 Gilman Pl.; 2d and 4th Tues.; Daniel F. Healey, S. and B. A.

HAVERHILL — Con.

Turn Workmen No. 2 (S. W. P.). 47 Locust St.; Tues.; S. J. Pothier, S.; John F. Bowen, B. A. *Typographical No. 38.* 2 Gilman Pl.; 1st Wed.; Walter D. Littlefield, S. T., 112 Washington St. *Wood Heel Makers* (Ind.). Shoe Workers Hall, 47 Locust St.; Mon.; Robert B. Hurley, R., F. S. and B. A., 142 Winter St.

Hingham.

Carpenters No. 484. Carpenters Hall, Ford Bldg.; 2d and last Tues.; Howard Inman, R. S., Box 113; Charles Mitten, B. A., New Bridge St., W. Hingham.
Painters, Decorators, and Paperhangers No. 683. Carpenters Hall, North St.; 1st and 3d Fri.; Philip C. Reilly, R. S., 31 Thaxter St.

Holbrook.

Boot and Shoe Workers No. 78 (Mixed). P. O. Sq.; 1st and 3d Fri.; Frank B. Diman, F. S. and T., L. B. 476.

Holliston.

Boot and Shoe Workers No. 180 (Mixed). Foresters Hall, Central St.; 1st Mon.; W. F. Haley, S. T. and B. A., Mechanic St.

HOLYOKE.

Bakers No. 26. Carpenters Hall, 437 High St.; 2d and 4th Sat.; Henry R. Pigeon, S. T., 241 E. Dwight St.; Gottlieb W. Kann, B. A., Upper Springfield Rd.
Barbers No. 645. Carpenters Hall, 437 High St.; 1st and 3d Wed.; Henry J. Parent, C. and F. S., 20 Newton St.
Bar tenders No. 81. Carpenters Hall, 437 High St.; 1st and 3d Sun.; Thomas Garrity, R. and C. S.; 787 Dwight St.
Boot and Shoe Workers No. 278 (Shoe Repairers). Caledonian Hall, 189 High St.; 3d Wed.; James T. Cahill, S. T., 473 High St.
Bottlers and Drivers No. 42. A. O. H. Hall, John St.; 2d and 4th Mon.; Edward L. Hamel, F. S., 139 Lyman St.
Brewery Workmen No. 123. A. O. H. Hall, John St.; 2d and 4th Wed.; Frederick Diller, R. and C. S., 111 Smith St., Williamansett.
Bricklayers, Masons, and Plasterers No. 2. Carpenters Hall, 437 High St.; Mon.; Michael F. Baker, R. and C. S., 1 Linden St.
Building Laborers No. 5. Carpenters Hall, 437 High St.; Wed.; Arthur D. Labonte, R. S., 11 Leslie St.
Carpenters No. 390 (French). Monument National Hall, 180 Appleton St.; Thurs.; J. M. Caron, R. S., 43 John St.; Williamansett; George H. Lane, B. A., R. F. D., Warrigan St., Williamansett.
Carpenters No. 656 (English). Carpenters Hall, 437 High St.; Mon.; George H. Lane, S. and B. A., R. F. D., Warrigan St., Williamansett.

Local Trade Unions.

HOLYOKE — Con.

Carpenters No. 1360 (Millwrights). Carpenters Hall, 437 High St.; Fri.; J. M. Prilay, F. S., 83 Jackson St.; George H. Lane, B. A., R. F. D., Warrigan St., Willimansett.

Carpenters No. 1881 (Shop Men). Carpenters Hall, 437 High St.; Fri.; William C. Linnert, R. S., 8 Columbia St.; George H. Lane, B. A., R. F. D., Warrigan St., Willimansett.

Cigar Makers No. 51. Artisan Hall, 214 Maple St.; 2d Mon.; Timothy J. Griffin, R. and C. S., 136 Oak St.

Cloth Pressmen No. 796. Mule Spinners Hall, High St.; 3d Mon.; Walter Gray, C. S. and T., R. F. D. No. 2, Box 118.

Coal Teamsters and Helpers No. 198. A. O. H. Hall, John St.; 1st and 3d Wed.; Charles J. Tracy, S., 97 Elm St.

Cooks and Waiters No. 619. Artisan Hall, 214 Maple St.; 2d and 4th Tues.; Oliver Desrosiers, S. T., 6 Mosher St.

Electrical Workers No. 707. Red Men's Hall, 288 High St.; 2d and 4th Mon.; H. H. Bolter, R. S., 283 Maple St.

Granite Cutters (Inc. Springfield). Red Men's Hall, 288 High St.; 3d Fri.; Alexander Macdonald, S. T. and B. A., 10 Bristol Pl.

Horsehoers No. 128. Artisan Hall, 214 Maple St.; 1st and 3d Thurs.; David J. Daler, C. S., 356 High St.

Iron Molders No. 115. Monument National Hall, 180 Appleton St.; 2d and 4th Fri.; Michael A. Connor, C. S., 815 Dwight St.

Laborers No. 21 (Common). Alden Press Hall, 214 Maple St.; 1st and 3d Tues.; Michael J. McLain, Pres. and B. A., 52 Bridge St., S. Hadley Falls.

Lathers No. 31. Monument National Hall, 180 Appleton St.; 1st and 3d Tues.; Eugene Bibeau, F. S., 24 Bolton St., S. Hadley Falls; George H. Lane, B. A., R. F. D., Warrigan St., Willimansett.

Letter Carriers: Branch No. 579. At designated places; 1st Wed.; Otto Unterdorff, S., 15 Clark St.

Lithographers No. 21. (See SPRINGFIELD.)

Loomfixers No. 907. Monument National Hall, 180 Appleton St.; 1st and 3d Fri.; Leon J. Genard, R. S., 304 High St.

Machinists No. 410. Mule Spinners Hall, 189 High St.; 1st and 3d Fri.; John P. Bleasius, C. S., 34 Hitchcock St., Elmwood.

Moving Picture Operators No. 582. Carpenters Hall, 437 High St.; 4th Sun.; John A. Lucas, S., 340 Race St.; William Shea, B. A., 127 Hampden St.

Mule Spinners. Caledonian Bldg., 189 High St.; 2d Mon.; Edward Ryan, S., Box 253.

Musicians Protective No. 144. City Band Hall, 344 Dwight St.; 1st Sun.; Fred F. West, S. T., 694 Dwight St.

Painters, Decorators, and Paperhangers No. 253. Carpenters Hall, 437 High St.; 2d and 4th Tues.; Robert Goodwin, F. S., 7 Avon Pl.; Albert Lemarch, B. A., 304 High St.

Paper Makers: Eagle Lodge No. 1. Caledonian Hall,

HOLYOKE — Con.

189 High St.; 1st Sun.; William B. Clements, B. A., 205 High St.

Paper Makers No. 19 (Loftmen). Henry Combes, S., 205 High St.

Paper Makers No. 21 (Paper City). Mary Moynihan, S., 419 Elm St.

Paper Makers No. 24 (Cutter Workers). Nora Davitt, S., 63 Mosher St.

Paper Makers No. 63 (Finishers). William Keith, S., 113 Maple St.

Pattern Makers Association. (See SPRINGFIELD.)

Plaster Workers No. 21. Caledonian Hall, 189 High St.; 1st and 3d Tues.; Miss Ella Thompson, F. S., 43 Whitman St., Willimansett.

Plumbers and Gasfitters No. 253. Carpenters Hall, 437 High St.; 2d and 4th Mon.; Frank R. Elting, S. T., 2 River Terrace; George H. Lane, B. A., R. F. D., Warrigan St., Willimansett.

Printing Pressmen and Assistants No. 45. Temperance Hall, 236 Maple St.; 1st Mon.; William J. Leahy, F. S., 7 View St.

Reg Room Workers: Division No. 4 of Eagle Lodge of Paper Makers. Mule Spinners Hall, 189 High St.; 1st and 3d Sat.; Mrs. Kate Oldread, Pres., 80 Bridge St.

Railroad Freight Handlers: Division No. 19. Caledonian Hall, 189 High St.; 3d Fri.; John P. O'Leary, S. T., 203 Lyman St.

Railroad Trainmen No. 557. Caledonian Hall, 189 High St.; 1st and 3d Sun.; Edgar Mew, S., 16 Newton St.

Railway Clerks No. 128. C. H. E. Moran, Jr., S., 130 Brown Av.

Roofers No. 42, Slate and Tile. (See SPRINGFIELD.)

Sheet Metal Workers No. 155. Carpenters Hall, 437 High St.; 2d and 4th Wed.; Thomas A. Flynn, C. and R. S., 733 High St.; George H. Lane, B. A., R. F. D., Warrigan St., Willimansett.

Shoe Repairers No. 272. (See Boot and Shoe Workers No. 272.)

Stationary Firemen No. 4. A. O. H. Hall, John St.; Tues.; Charles R. Moreau, F. S., 535 Bridge St.

Steam Engineers No. 466. Carpenters Hall, 437 High St.; Mon.; Francis J. Mongeau, R. S., 126 Oak St.

Steamfitters and Helpers No. 622. Caledonian Hall, 189 High St.; 2d and 4th Tues.; Robert Leske, Jr., F. S.; 417 Elm St.; George H. Lane, B. A., 437 High St.

Stone Cutters. (See SPRINGFIELD.)

Street and Electric Railway Employees No. 537. Carpenters Hall, 437 High St.; 2d and 4th Thurs.; Thomas Weir, C. S., 5 Fairfield Av.

Tailors No. 245. Red Men's Hall, 288 High St.; 1st and 3d Mon.; Joseph Milos, Pres., 41 Chestnut St.

Teamsters No. 187. Temperance Hall, 236 Maple St.; 1st and 3d Fri.; W. F. Person, S. T., 111 Pine St.; George Dayo, B. A., 337 High St.

Theatrical Stage Employees No. 89. Carpenters Hall, 437 High St.; 1st Sun.; Eugene Joyall, S., Billing St., R. F. D. No. 2, Willimansett; Michael Jess, B. A., Hotel Jess.

Typographical No. 253. Artisan Hall, 214 Maple St.; 4th Mon.; Chas. T. Fahey, S. T., 31 Pearl St.

Local Trade Unions.

HOLYOKE—Con.

Wire Weavers Benevolent and Protective Association: Eastern Division. (See SPRINGFIELD.)

Wool Sorters No. 7. Carpenters Hall, 437 High St.; 3d Fri.; John T. Freeman, R. S., 7 Hampshire St.

Hudson.

Carpenters No. 400. Pythian Hall, Main St.; 2d and 4th Tues.; George G. Wetherbee, R. S., Box 65, Gleasondale, Mass.

Letter Carriers: Branch No. 1038. W. J. Busby, S. *Shoe Workers No. 28 (Lasters)* (U. S. W.). Bancroft Bldg., Main St.; Tues.; James Nevins, S., 134 River St.

Telephone Operators No. 10A. (See MARLBOROUGH.) *Typographical No. 231.* (See MARLBOROUGH.)

Hull.

Carpenters No. 1845. Bryan's Hall, 45 H St., Bay Side; 1st and 3d Wed.; Murdock Gillis, R. S., Box 257, Allerton; C. A. Mitten, B. A., New Bridge St., W. Hingham.

Ipswich.

Carpenters No. 1159. A. O. U. W. Hall, S. Main St.; 1st and 3d Fri.; F. W. Denningham, R. S., 5 Sawyer St.; Louis Dumas and Clarence Moore, Bus. Agts., 71 Washington St., Salem.

Granite Cutters. Robert J. Bruce, R. S., 8 Brownsville St.

Letter Carriers: Branch No. 1279. J. H. Cameron, S.

LAWRENCE.

Bakers No. 23. Labor Headquarters, 665 Essex St., Hall No. 3; 2d and 4th Sat.; Michael F. Fitzsimmons, R. S., 50 Ferry St.

Barbers No. 235. Red Men's Hall, 272 Essex St.; 4th Mon.; Joseph E. Bradley, C. and F. S., 690 Essex St.; A. Lawrence, B. A., 17 Butler St.

Bartenders No. 90. Spanish War Veterans Hall, 2 Saratoga St.; 1st and 3d Sun. (July, Aug. and Sept., 1st Sunday only); Jeremiah P. Sullivan, R. S., 1A Bennington St.; James Hickey, B. A., 103 Broadway.

Bill Posters and Billers No. 58. Hurley's Bank Bldg., 264 Essex St.; 2d Sun.; T. J. Plomondon, S., 54 English St., Peabody; C. Roche, B. A., 72 Bowdoin St., S. Lawrence.

Boot and Shoe Workers No. 119. Franco-American Hall, 253 Lowell St.; 2d and 4th Fri.; Timothy F. Collins, S. and B. A., 43 Broadway, Tel. 1580.

Bottlers and Drivers No. 119. 2 Saratoga St., Spanish War Veterans Hall; 1st and 3d Sun.; Sidney Dickie, F. S., 17 Park St.

Brewery Workmen No. 185. Bavarian Hall, 51 Knox St.; 4th Mon.; Theodore Nees, S. and B. A., 83 Beacon St.

Bricklayers and Masons No. 10. Labor Hdqtrs., 665

LAWRENCE—Con.

Essex St., Hall No. 1; Fri.; Michael O'Brien, R. S., 293 Hampshire St.; James F. Hughes, B. A., 260 Hampshire St.

Building Laborers No. 175. Paul Chabis Hall, 109 Oak St.; 2d and 4th Thurs.; Andrie Shiro, F. S., 233 Elm St.; John J. Hill, B. A., 31 Farnham St.

Building Laborers No. 47. G. Alfieri, S., 282 Common St.

Building Laborers No. 228. Labor Hdqtrs., 665 Essex St., Hall No. 2; 1st and 3d Mon.; John J. Hill, B. A., 31 Farnham St.

Carpenters No. 111. Labor Hdqtrs., 665 Essex St., Hall No. 1; Tues.; Richard McNeice, R. S., 87 Howard St.; Mervin J. Boomhower, B. A., 48 Holly St.

Carpenters No. 551 (French). Franco-American Hall, 253 Lowell St.; Fri.; Andre E. Trudell, F. S., 38 Morton St.; Mervin J. Boomhower, B. A., 48 Holly St.

Carpenters No. 1092. Labor Hdqtrs., 665 Essex St., Hall No. 1; 1st and 3d Thurs.; Ovide Theroux, R. S., 27 Inman St.; Mervin J. Boomhower, B. A., 48 Holly St.

Carpenters No. 1566 (German). Turn Hall, 44 Park St.; 1st and 3d Wed.; Reinhardt W. Nitschke, R. S., 31 Trenton St.; Mervin J. Boomhower, B. A., 48 Holly St.

Carpenters No. 1896 (Box Makers). Franco-American Hall, 253 Lowell St.; 2d and 4th Tues.; George E. Pelletier, F. S., 16 Wendell St.; Mervin J. Boomhower, B. A., 48 Holly St.

Cooks and Waiters No. 278. Labor Hdqtrs., 665 Essex St., Hall No. 1; 2d Wed. at 2 P.M., 4th Wed. at 8 P.M.; W. W. Jamieson, S. T., 24 Cedar St.

Dyers and Finishers No. 784. Labor Hdqtrs., 665 Essex St., Hall No. 2; 1st and 3d Sun.; Martin M. Welch, S. T., 201 Essex St.

Electrical Workers No. 523. Chamber of Commerce Rooms, 301 Essex St.; 2d and 4th Thurs.; John H. Bartlett, R. S., 38 Farnham St.; Eugene Larrivee, B. A., 36 Winter St.

Engineers, Amalgamated Society of: Lawrence Branch No. 884. Essex House, Essex St.; alt. Tues.; George S. Bowyer, S., 55 Allston St.

Granite Cutters: Lawrence Branch. Franco-American Hall, 172 Broadway; 3d Tues.; James Payne, S. T., 83 Bailey St.

Hoisting Engineers No. 4 (Branch of Boston Union No. 4). Labor Hdqtrs., 665 Essex St., Hall No. 3; Mon.; D. C. Bunker, R. S., 105 Haverhill St.; James F. Hughes, B. A., 260 Hampshire St.

Jail Employees Association (Essex County). M. L. Stillings, S., 25 Cypress St.

Lathers No. 90 (Wood, Wire, and Metal). Labor Hdqtrs., 665 Essex St., Hall No. 3; 1st Mon. and 3d Fri.; Alexander Adams, S., 13 Merrill St.; Methuen; James F. Hughes, B. A., 260 Hampshire St.

Letter Carriers: Branch No. 212. P. O.; 1st Thurs.; Maurice F. McKenna, S.

Loomfitters No. 18. 53 Margin St.; 1st and 3d Mon.; George G. Smith, F. S., 57½ Oakland Av., Methuen.

Local Trade Unions.

LAWRENCE — Con.

Machinists: Lincoln Lodge No. 178. Bugbee Hall, 288 Essex St.; 1st and 3d Thurs.; John Matthews, R. S., 803 Essex St.

Maintenance of Way Employees (B. & M.). Ramees Hall; 2d Sun.; P. Greaney, S., 8 Kimball St., Haverhill.

Maintenance of Way Employees No. 284. Bugbee Hall, 288 Essex St.; 4th Sat.; Thomas J. Finnegan, S. T., 6 Daisy St.

Molders No. 83. Labor Hdqtrs., 665 Essex St., Hall No. 1; 2d Mon.; John J. Cassidy, C. R., 31 Sargent St., N. Andover; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

Moving Picture Machine Operators No. 256. Hurley's Bank Bldg., 264 Essex St.; 1st Tues.; Charles P. Roche, S. T., 87½ Broadway; Joseph O. Grondin, B. A., 113 Oxford St.

Mule Spinners Association No. 7. Labor Hdqtrs., 665 Essex St., Hall No. 1; 2d and 4th Thurs.; Joseph R. Bergeron, F. S., 58 Melvin St.; William Farlow, C. S., Box 268.

Musicians No. 378. Hurley's Bank Bldg., 264 Essex St.; 1st Sun.; Max Kreysig, R. S., 43 Cambridge St.

Painters and Decorators No. 44. Painters Hall, 184 Broadway; Mon.; James P. Meehan, R. S., 22 Floral St.; Eugene Larrivee, B. A., 36 Winter St.

Plasterers No. 108. Labor Hdqtrs., 665 Essex St., Hall No. 2; 2d and 4th Tues.; W. J. Mahoney, S. T., 133 Margin St.; John J. Hill, B. A., 31 Farnham St.

Plumbers and Steamfitters No. 283. Bugbee Hall, 288 Essex St.; Fri.; Harry Halstead, S. T., 20 Bromfield St.; John J. Hill, B. A., 31 Farnham St.

Printing Pressmen No. 89. Essex House, Essex St.; 1st Wed.; Thomas Hay, S. T., 68 Newbury St.

Railroad Trainmen: Merrimac Valley Lodge No. 688 (B. & M. R.R.). Black Prince Hall, 288 Essex St.; 2d and 4th Sun.; Charles W. Morgan, S., 152 Berkeley St.

Railway Clerks: Lawrence Lodge No. 85. Franco-American Hall, 172 Broadway; 1st Thurs.; J. L. Johnson, S., 14 Stevens St.

Roofers (Composition, Slate, and Tile). Labor Hdqtrs., 665 Essex St., Hall No. 3; 1st and 3d Tues.; Charles Contois, R. S., 14 Elizabeth St.

Sheet Metal Workers No. 287. Labor Hdqtrs., 665 Essex St., Hall No. 3; 2d and 4th Fri.; Mortimer Murphy, F. S., 32 Tremont St.

Stationary Firemen No. 18. Labor Hdqtrs., 665 Essex St., Hall No. 2; 2d Sun. and 4th Fri.; William A. Dawson, R. S., 94 Boxford St.

Stereotypers No. 75. Mule Spinners Hall, 184 Broadway; quarterly, 1st Sun.; William Roddy, S., 107 Hampden St., Lowell.

Street and Electric Railway Employees No. 261. Bugbee Hall, 288 Essex St.; 1st and 3d Wed.; George Mingins, F. S. and T., 99 Centre St., Methuen.

Teamsters No. 166 (Lumber Teamsters and Handlers). Franco-American Hall, 253 Lowell St.; 1st and 3d Fri.; Thomas Farren, F. S., 234 Pelham St., Methuen.

Telephone Operators No. 18A. Chamber of Commerce

LAWRENCE — Con.

Rooms, Bay State Bldg., 301 Essex St.; 2d and 4th Tues.; Miss Anna Clark, R. S., 161 Arlington St., Methuen; Miss Elizabeth Lonergan, B. A., 365 Oak St.

Theatrical Stage Employees No. 111. Hurley's Bank Bldg., 264 Essex St.; 2d Sun.; Thomas J. Moriarty, S. T. and B. A., 33 Durham St.

Typographical No. 51. Chamber of Commerce Rooms, Bay State Bldg., 301 Essex St.; Mon. after 1st Sun.; Frederick W. Gilliard, S. T., 61 Elm St., Andover.

Wool Sorters No. 3. Spanish War Veterans Hall, 2 Saratoga St.; 2d and 4th Mon.; George C. Atkinson, R. S., 14 Dewey St., Methuen.

Lee.

Carpenters No. 1437. Central Hall, Main St.; 2d and 4th Wed.; Charles A. Markham, R. S., 184 Summer St.; George J. Coles, B. A., R. F. D.

Paper Makers: Berkshire Local No. 78. Washburn Hall, Lenoxdale; 2d Sun.; Thomas Tyer, Pres.; James D. Roosa, R. and C. S., Box 26, Lenoxdale.

Stone Cutters No. 24. Foresters Hall, Main St.; 2d Mon.; Thomas McGregor, F. and C. S., Box 261, Lee.

Lenox.

Bricklayers, Masons and Plasterers No. 16. O'Brien's Hall, Main St., Lenoxdale; 2d and 4th Thurs.; M. J. Tormey, C. and F. S., Box 143, Lenoxdale.

Carpenters No. 370. Town Hall, Walker St.; 1st and 3d Tues.; John Darey, R. S., Box 10; George A. Graves, B. A., Lenoxdale.

Painters, Decorators and Paperhangers No. 378. Town Hall, Walker St.; 1st Thurs.; C. A. Ridout, R. S., Box 84; M. B. Leary, B. A., Lenox.

Plumbers and Steamfitters No. 306. Town Hall, Walker St.; 4th Fri.; James B. Murtha, R. S., Box 139.

Leominster.

Barbers No. 518. 27 Mechanic St.; 3d Thurs.; Dom-enick Sambito, C. and F. S., 12 Water St.

Bartenders No. 609. John F. Cantwell, S., 50 Laurel St.

Carpenters No. 794. Foresters Hall, 36 Monument Sq.; 1st and 3d Tues.; J. N. Thibauden, R. S., 121 Second St.; Albert Lafrennie, B. A., 59 Tisdale St.

Celluloid Workers No. 15357. 287 Sixth St.; 2d and 4th Sun.; Paul Maniscalca, Pres., 78 Carter St.; G. Carrabba, S., 304 Lancaster St.

Hod Carriers No. 137. 38 Middle St.; 1st and 3d Wed.; Guiseppe Pellegrino, S.

Letter Carriers: Branch No. 431. W. L. Valentine, S. T., 14 Winter St.; C. H. Brown, B. A.

Paving Cutters No. 158. Leominster Hall, Monument Sq.; 1st Mon.; Archie Neal, S., 86 Exchange St., Carl Bergstrom, B. A., Albion, N. Y.

Piano and Organ Workers No. 7. A. O. U. W. Hall, Main St.; 2d and 4th Tues.; Cornelius A. Souly, Pres., 214 Water St.; John Q. Adams, C. S., Adams St.

Local Trade Unions.

Leominster — Con.

Stationary Firemen No. 322. Music Hall; 1st and 3d Sun.; E. Fred Foster, R. S., 22 Prescott St.
Street and Electric Railway Employees No. 22. (See WORCESTER.)
Typographical No. 623. (See FITCHBURG.)

Lexington.

Letter Carriers: Branch No. 1559. Living Room, Post Office, 5 Waltham St.; 2d Tues.; Roy A. McConnell, S. and B. A., 420 Massachusetts Av.
Retail Clerks No. 1318 (E. Lexington). G. A. R. Hall, Massachusetts Av.; 2d Mon.; Oscar Needham, S. T., 151 Massachusetts Av.

LOWELL.

Barbers No. 323. Cotton Spinners Hall, 22 Middle St.; 1st and 3d Tues.; Martin J. Hoar, C. and F. S., 571 Gorham St.
Bar-tenders No. 85. Council Hall, 32 Middle St.; 1st Sun.; John J. Quirk, S. and B. A., 10 Billings St.
Beavers No. 1045 (U. T. W.). Council Hall, 32 Middle St.; 1st and 3d Wed.; Eli Brooks, F. S. and T., 62 W. Fifth Av.
Beer Drivers No. 117. 22 Middle St.; 2d Tues.; James M. McMahon, R. S., 42 Boston Rd.
Blacksmiths and Helpers: Spindle City Lodge No. 57. Small Hall, 32 Middle St.; 1st and 3d Thurs.; Scott W. Ordway, R. S., 51 Cambridge St.; W. M. Chase, B. A., Box 1276, Boston.
Blacksmiths No. 243. Small Hall, 32 Middle St.; 1st and 3d Sat.; George Whalley, R. S., 15 Cambridge Pl.; Walter M. Chase, B. A., 299 Lexington St., E. Boston.
Boiler Makers No. 371. Odd Fellows Hall, 84 Middlesex St.; 2d and 4th Wed.; John Crehan, C. S. and B. A., Pine St., N. Billerica.
Boot and Shoe Workers No. 485 (Mixed). Room 33, Runels Bldg.; Wed.; Louis J. A. Ferland, F. S., 256 W. Sixth St.
Bottlers No. 180. Machinists Hall, 22 Middle St.; 2d Mon.; Thomas Lorigan, R. S., 17 Caddell Av.; Michael Duffy, B. A., 340 South St.
Brewery Workmen No. 318. 190 Plain St.; 2d Sun.; Frank Luts, S., 7 Houghton St.
Bricklayers No. 31. Council Hall, 32 Middle St.; Fri.; William D. Sheehan, C. and F. S., 5 Ware St.
Building Laborers No. 1. Council Hall, 32 Middle St.; Tues.; Patrick H. Kane, R. S., 593 Broadway.
Cards No. 1032, Woolen. Small Hall, 32 Middle St.; 1st and 3d Sat.; John Hanley, S., 32 Oliver St.
Carpenters No. 49. Carpenters Hall, Runels Bldg.; Tues.; Vincent McCann, S.; Michael A. Lee, B. A., 64 Bartlett St.
Carpenters No. 1468 (Millmen). Carpenters Hall, Runels Bldg.; 2d and 4th Fri.; Henry J. Dupres, R. S., 16 Woodbury St.; Michael A. Lee, B. A., 64 Bartlett St.

LOWELL — Con.

Carpenters No. 1810 (French). Carpenters Hall, Runels Bldg.; Wed.; Alfred Beauchene, R. S., 132 Gershom Av.; Michael A. Lee, B. A., 64 Bartlett St.
Cigar Makers No. 255. Small Hall, 32 Middle St.; 1st Wed.; Thomas F. Garvey, F. S., 72 Lilley Av.
City Teamsters No. 87. Odd Fellows Hall, 84 Middlesex St.; 1st Mon.; Francis J. Kieroe, S. T., 34 Lyon St.
Cloth Folders No. 955. Small Hall, 32 Middle St.; 2d and 4th Wed.; Edward Chambers, R. and C. S., 10 Fay St.; Thomas McMahon, B. A.
Cotton Weavers Protective Association No. 26. Small Hall, 32 Middle St.; 3d Mon.; Mrs. Annie Reagan, S., 206 South St.
Die Polishers and Grinders No. 104. Council Hall, 32 Middle St.; 2d and 4th Sun.; Thomas Carty, S., 28 Abbot St.
Dresser Tenders No. 431. Small Hall, 32 Middle St.; 2d and 4th Mon.; Frank N. Stimpson, S. T. and B. A., 35 Carolyn St.
Electrical Workers No. 528. Railway Men's Hall, Runels Bldg.; 1st and 3d Mon.; William Mansfield, R. S., 1037 Lawrence St.
Electrical Workers No. 588. Odd Fellows Hall, 84 Middlesex St.; 1st and 3d Fri.; Joseph Richards, R. S., 50 London St.; Joseph Hurley, B. A., 32 Second St.
Granite Cutters: Lowell Branch. Odd Fellows Hall, 84 Middlesex St.; 4th Tues.; George W. Merrill, S. T., 96 Dingwell St.
Lathers No. 246. Council Hall, 32 Middle St.; 1st Mon.; Charles E. Chase, S. T., 124 Chapel St.
Leather Workers No. 14609. Leather Workers Hall, 143 Central St.; 1st and 3d Tues.; James Carney, R. S., 17 Oxford St.
Letter Carriers: Branch No. 25. Odd Fellows Hall, 84 Middlesex St.; 4th Sat.; Maurice H. Powers, R. S. and B. A., P. O.
Loomfixers No. 734 (Cotton). Carpenters Hall, Runels Bldg.; Mon.; Moses L. Daigle, S. T. and B. A., R. F. D. No. 2.
Machinists No. 138. Machinists Hall, 243 Central St.; Fri.; Parker F. Murphy, R. S., 53 London St.
Machinists: Old Homestead Lodge No. 319 (B. & M. R.R.). Odd Fellows Hall, 84 Middlesex St.; 2d and 4th Tues.; Lloyd E. Flint, F. S., 185 Powell St.
Machinists No. 745 (Fixers). Machinists Hall, 243 Central St.; 1st and 3d Sun.; Denis J. Sullivan, Pres., 34 Merrill St.; Benjamin J. Ingham, R. S., 10 Fifth St.
Machinists Helpers No. 978. Odd Fellows Hall, 84 Middlesex St.; Tues.; Fred Hilton, F. S., 58 Walnut St.
Maintenance of Way Employees: Lowell Lodge No. 43. Odd Fellows Hall, 84 Middlesex St.; 3d Fri.; Henry Lutender, S. T. and B. A., Billerica Av., N. Billerica.
Metal Polishers and Buffers No. 103. Small Hall, 32 Middle St.; 2d Tues.; Joseph Carter, F. S., 130 Hale St.

Local Trade Unions.

LOWELL — Con.

Molders No. 85. Council Hall, 32 Middle St.; 2d and 4th Mon.; Charles E. Anderson, C. R., 7 Bowden St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

Moving Picture Machine Operators No. 590. Small Hall, 32 Middle St.; last Wed.; Robert C. Gray, S. T., 1090 Bridge St.; Charles F. Brennan, B. A., 15 Tyler St.

Mule Spinners. Spinners Hall, 22 Middle St.; 3d Fri.; Joseph F. Ashton, S., 403 Bridge St.

Municipal Employees No. 14965 (Laborers). Council Hall, 32 Middle St.; 2d Mon.; Edward L. Mealey, R. S., 80 Union St.; John T. Copley, B. A., 3 Rundlette Ct.

Musicians No. 83. Fiske Bldg., Central St.; 2d Sun.; Harry E. Clay, S. T., 12 Orford St.; Alfred Harnois, B. A., 472 Moody St.

Nappers No. 1056. Small Hall, 32 Middle St.; 2d and 4th Sun.; Martin Murray, S., 12 West St.

Painters, Decorators, and Paperhangers No. 39. Carpenters' Hall, Runels Bldg.; Thurs.; Ray L. Hutchinson, R. S., 52 Bachman St.; John Murphy, B. A., 235 Hale St.

Pattern Makers Association (Branch of Boston Association). Odd Fellows Hall, 84 Middlesex St.; 1st and 3d Fri.; Philip Maguire, R. S., 30 Saratoga St.

Pavers and Rammermen No. 87. Small Hall, 32 Middle St.; 3d Wed.; James F. Morrison, R. S., 386 Mammoth Rd.

Paving Cutters No. 141. Small Hall, 32 Middle St.; 1st Mon.; John A. Chapman, S., 64 Branch St.

Plasterers No. 45 (Operative). Small Hall, 32 Middle St.; 1st and 3d Fri.; Frank Warnock, S. T., 13 Wamecit St.

Plumbers No. 400. Union National Bank Bldg., 61 Merrimack St.; 1st and 3d Fri.; Denis J. Pendergast, F. S. T., 34 Phillips St.; William Quirk, B. A., 495 High St.

Post Office Clerks No. 31. Post Office; 2d Sat.; George P. Gately, S. T., 109 Forrest St.

Printing Pressmen No. 109. Spinners Hall, 22 Middle St.; last Tues.; James A. Flynn, S. T., 12 Cedar St.

Railroad Station Employees No. 2. Odd Fellows Hall, 84 Middlesex St.; 4th Fri.; Edmond McNamara, S. T., 94 Marginal St.

Railroad Trainmen: Spindle City Lodge No. 235. Odd Fellows Hall, 84 Middlesex St.; 2d Sun. and last Fri.; J. M. Ward, S. and B. A., 165 Walker St.

Railroad Workers No. 191. Mansur's Bldg., 97 Central St.; 2d and 4th Thurs.; Ernest L. Whitney, 50 Ware St.

Railway Carmen: Middlesex Lodge No. 135. Odd Fellows Hall, 84 Middlesex St.; 1st and 3d Fri.; A. H. Roper, R. S., 197 Hale St.

Railway Clerks: Lowell Lodge No. 94. Maple Street Freight House; last Thurs.; Joseph L. Cunningham, S. T., 109 Mammoth Rd.

Railway Clerks: Spindle City Lodge No. 108 (B. & M.). Odd Fellows Hall, 84 Middlesex St.; 1st Mon.; John H. Frawley, S. T., 31 Madison St.

Ring Spinners No. 875. Small Hall, 32 Middle St.;

LOWELL — Con.

2d Sun. and 4th Tues.; Philip Dunn, F. S., 202 Cheever St.

Sheet Metal Workers No. 439. K. E. Duemling, S., 56 Cambridge St.

Stationary Firemen No. 14. Small Hall, 32 Middle St.; 2d Thurs. and 4th Sun.; John W. Downing, S. T., 4 W. Eleventh St.

Steam Engineers No. 352. Republican Hall, 36 Central St.; Wed.; Albira W. Hersome, C. and F. S., Box 13, Wamecit.

Steamfitters, Sprinkler Fitters, and Gasfitters No. 499. Small Hall, 32 Middle St.; 2d and 4th Wed.; James E. Curry, R. S., 23 Riverside St.

Stereotypers No. 75. (See LAWRENCE.)

Street and Electric Railway Employees No. 280. Runels Bldg., Merrimack Sq.; 2d and 4th Tues.; Fred Crowley, Pres., 1097 Lakeview Av., Dracont.

Street and Electric Railway Employees No. 551 (N. Chelmsford, Collinsville and Dracont). Runels Bldg., Merrimack Sq.; 1st and 3d Tues.; Edward D. Tueke, Jr., R. S., Box 175, N. Chelmsford.

Tailors No. 103. Small Hall, 32 Middle St.; 1st Tues.; Charles A. Keefe, C. S., 3 Pleasant St.

Teamsters No. 78 (Coal). Small Hall, 32 Middle St.; 1st Mon.; Nils Anderson, S. T., 6 E. Bleachery St.

Teamsters No. 88 (Board of Health). Small Hall, 32 Middle St.; 1st Sun.; John J. Wallace, R. S., 76 Walker St.

Telephone Operators No. 19A. Odd Fellows Hall, 84 Middlesex St.; 1st and 3d Tues.; Miss Louise Owens, R. S., 753 Broadway; Miss Helen Moran, B. A., 9 Kimball Av.

Theatrical Stage Employees No. 36. Small Hall, 32 Middle St.; 2d Fri.; John W. Buey, R. S. and B. A., Box 1099.

Typographical No. 310. G. A. R. Hall, 220 Merrimack St.; 3d Sat.; Fred A. Speed, S. T., 23 Whitney Av.

Weavers No. 813 (Polish) (U. T. W.). Small Hall, 32 Middle St.; 3d Sun.; Bartolmiej Witkos, R. S., 65 Lakeview Av.

Wool Sorters No. 5. Odd Fellows Hall, 84 Middlesex St.; 1st and 3d Tues.; Herbert Waterhouse, R. S., N. Chelmsford; J. J. Whitaker, B. A., 25 Cornell St.

Woolen Picens No. 1096. Small Hall, 32 Middle St.; 4th Thurs.; Fred O'Brien, S., 72 Carolyn St.

Woolen and Worsted Weavers No. 1007. Harrington Bldg., 52 Central St.; 1st and 4th Tues.; Miss Annie Duffy, S. T., 17 Wilson St., N. Billerica.

Woolen Spinners No. 959. Council Hall, 32 Middle St.; 2d and 4th Thurs.; Fred Battye, R. S., 19 Sidney St.

Ludlow.

Machinists No. 464. Masonic Hall, 28 Winsor St.; 1st Fri.; John Duncan, F. S., 90 East St.

Spinners No. 877. Masonic Hall, 28 Winsor St.; Mon.; Miss Annie McAnerney, R. S., Box 172.

Textile Workers No. 780 (U. T. W.). Pulaaki Hall, Parker St.; 1st Mon.; John Sambor, S., Box 80; Jan Fierlit, T., Box 472.

Local Trade Unions.

Ludlow—Con.

Weavers No. 763 (U. T. W.). Polish Hall, Parker St.; 2d and 4th Fri.; George Plummer, F. S., Box 268; John Votra, B. A.

LYNN.

Bakers No. 182. Carpenters Hall, 62 Munroe St.; 2d and 4th Sat.; Alexander C. Anderson, S., 56 Henry Av.

Bakers No. 183 (Hbrew). Socialist Hall, 120 Market St.; alt. Fri.; Samuel A. Greenwald, S., 11 Herbert St.

Barbers No. 347. 120 Market St.; 2d Wed.; Frank Rogers, S. and B. A., 50A Rockaway St.

Bartenders No. 86. 35 Union St.; 1st Sun.; John J. Griffin, F. S. and B. A., 70 Adams St.

Boot and Shoe Workers No. 205 (Mixed) (B. & S. W.). 61 Exchange St.; 1st Thurs.; John D. Dulles, F. S. and B. A., Box 532.

Bottom Finishers and Buffers No. 21 (U. S. W.). 120 Market St.; 2d and 4th Mon.; Charles A. Wilson, B. A., 33 State St.

Bricklayers and Plasterers No. 19. 515 Washington St.; Thurs.; Thomas Gavin, S., 587 Western Av.

Building Laborers Union No. 290. 35 Munroe St.; Tues.; L. H. Barrowclough, B. A.; John Carney, S.

Button Hole Operators, Finishers, Buttoners, and Eye-leters No. 38 (U. S. W.). Fuller Bld., 10 Central Sq.; 2d and 4th Tues.; Miss Delia Carriok, R. S., 7 Spring Rd., Nahant.

Carpenters No. 596. Carpenters Hall, 62 Munroe St.; Thurs.; George H. Murray, R. S., 26 Jackson St., E. Lynn.

Carpenters No. 1767 (Millmen). Carpenters Hall, 62 Munroe St.; 2d and 4th Wed.; F. R. Ham, S.; A. W. Clark, B. A., Grant St.

Cement Workers No. 186. Socialist Hall, 120 Market St.; 1st and 4th Thurs.; Charles E. Jefferson, R. S. and B. A., 63 Vermont Av., E. Lynn.

Cigar Makers No. 65. 25 N. Common St.; 1st Thurs.; Stephen G. Beauvais, S.

City Employees No. 600. Emmett Hall, 120 Market St.; 2d and 4th Mon.; Michael J. McGuire, S. T., 12 Waverly St.

Cutters No. 62 (U. S. W.). Fuller Bld., 10 Central Sq.; Thurs.; James P. Coleman, R. S.; William R. Blaisdell, B. A.

Cutters No. 99 (B. & S. W.). 61 Exchange St.; 4th Thurs.; John D. Dulles, F. S. and B. A., Box 532.

Die Cutters No. 804. Lasters Hall, 34 Andrew St.; 1st Thurs.; A. Theo. Nyberg, R. S., 9 Addison Av., E. Lynn.

Edgemakers No. 1 (Allied Shoe Workers). Walcott Hall, 158 Market St.; Tues. (except holidays); W. H. Peabody, R. S., 11 Rookdale Av., Peabody; John J. Gilbo, B. A.

Electrical Workers No. 377. Carpenters Hall, 62 Munroe St.; 2d and 4th Mon.; L. H. Barrowclough, R. S. and B. A., 181 Hamilton Av.

Engineers, Amalgamated Society of: Lynn Branch No. 861. Columbia Hall, Federal Sq., W. Lynn;

LYNN—Con.

alt. Tues.; Frederick Moseley, S., 14 Tidd St., Swampscott.

Goodyear Operators No. 2 (Allied Shoe Workers). Walcott Hall, 158 Market St.; Thurs.; Wendell E. Dunbar, S. T. and B. A.

Goodyear Operators No. 289 (B. & S. W.). Sharon Hall, 61 Exchange St.; 4th Fri.; John D. Dulles, F. S. and B. A., Box 532.

Granite Cutters: Lynn Branch. Bay State Hall, 36 Market St.; 4th Mon.; William G. Manson, F. S. and T., Gen. Del., Peabody.

Grocery and Provision Clerks, Independent. Sharon Hall, 61 Exchange St.; 1st and 3d Tues.; Benjamin Perry, R. S. and B. A., 64 Hood St.

Heel Workers No. 3 (Allied Shoe Workers). Walcott Hall, 158 Market St.; 1st and 3d Mon.; H. J. Villandre, R. S., 33 Summer St.; Frank J. McDermott, B. A.

Lasters No. 1 (U. S. W.). Lasters Hall, 34 Andrew St.; Wed.; G. E. Wadleigh, S.; Benjamin Fish, B. A.

Lasters No. 38 (B. & S. W.). 61 Exchange St.; 3d Thurs.; John D. Dulles, F. S. and B. A., Box 532.

Lasting Machine Operators No. 5 (U. S. W.). 120 Market St.; Tues.; G. W. Savage, S. and B. A.

Last Makers No. 14576. Jacques Cartier Hall, 93 Munroe St.; 1st and 3d Wed.; Ralph A. McGougan, R. S., 139 Paradise Rd., Swampscott.

Lathers No. 99 (Wood, Wire and Metal). 62 Munroe St.; Wed.; Thomas Nugent, R. S.; L. H. Barrowclough, B. A., 35 Munroe St.

Letter Carriers: Branch No. 7. Sharon Hall, 61 Exchange St.; 2d Wed.; Frank C. Viall, S., 19 Hancock St.

Machinists No. 471. Teamsters Hall, 35 Munroe St.; Thurs.; Walter Ralph, R. S., 35 Munroe St.

Moving Picture Operators No. 245. (See SALEM.)

Musicians No. 196. St. Jeans Hall, 93 Munroe St.; 2d and 4th Sun.; W. H. Ricker, S., 510 Grosvenor Bldg.

Packing Room Workers No. 8 (U. S. W.). Fuller Bld., 10 Central Sq.; Wed.; Charles E. Boudreau, R. S.; Harry M. Witham, B. A., 45 Hanover St.

Painters, Decorators and Paperhangers No. 111. Painters Hall, 35 Munroe St.; Wed.; Edward January, F. S., 24 Astor St.; F. C. Barter, B. A.

Paper Box Makers No. 15388. Miss C. Dolan, S., 36 Alice Av.

Pattern Makers: Lynn Branch of Boston Association. Electric Hall, Market Sq. and Elm St.; 2d and 4th Thurs.; F. S. Jones, F. S., 10 Forrest St.; W. A. Clough, B. A., 665 Washington St., Boston.

Photo-Engravers No. 55. By appointment; call of Pres.; Everett L. Lewis, S. T., 402 Summer St., W. Lynn.

Plumbers No. 77. Plumbers and Steamfitters Hall, 62 Munroe St.; Fri.; Joseph P. Curry, R. S., 447 Summer St., W. Lynn.; L. H. Barrowclough, B. A., 35 Munroe St.

Railway Clerks: Shoe City Lodge No. 95. B. & M. Freight Office, Bennett St.; 1st Tues.; J. F. Harrigan, S. T. and B. A., 64 Tudor St.

Local Trade Unions.

LYNN — Con.

- Roofers Nos. 19 and 36* (Joint Union). 62 Munroe St.; 1st and 3d Mon.; Fred B. Perry, R. S., rear of 54 Rookaway St.; L. H. Barrowclough, B. A., 35 Munroe St.
- Sheet Metal Workers No. 117*. Carpenters Hall, 62 Munroe St.; 1st and 3d Wed.; L. W. Chase, R. S., 52 Crescent St., Swampscott; L. H. Barrowclough, B. A., 35 Munroe St.
- Shoe Stitchers No. 57* (Ladies) (U. S. W.). Elks Bldg.; Tues.; F. W. Eastman, B. A., 47 Exchange St.
- Shoe Workers No. 54* (Mixed) (U. S. W.). Lasters Hall, 34 Andrew St.; Thurs.; T. O. Mallie, S., 127 Pleasant St.; Henry Dinan, B. A., 1 Suffolk Av., Swampscott.
- Sole Leather Workers No. 58* (U. S. W.). 120 Market St.; 1st and 3d Mon.; Chas. O. Whidden, F. S., 10 Central Sq.; John Quinn, B. A.
- Stationary Firemen No. 299*. Carpenters Hall, 62 Munroe St.; 1st and 3d Wed.; Martin Birmingham, F. S., 45 Houghton St.
- Steam Engineers No. 58*. Hurley Hall, 95 Munroe St.; 1st and 3d Thurs.; H. B. Brown, S., 333 Union St.; L. H. Barrowclough, B. A., 35 Munroe St.
- Steamfitters and Gasfitters No. 277*. Carpenters Hall, 62 Munroe St.; Mon.; George H. Stone, R. S., 15 Paradise Rd., Swampscott; L. H. Barrowclough, B. A., 35 Munroe St.
- Stitchers No. 17*, McKay (U. S. W.). 120 Market St.; Wed.; David Noonan, S. and B. A.
- Stitchers No. 108* (B. & S. W.). 61 Exchange St.; 2d Thurs.; John D. Dulles, F. S. and B. A., Box 532.
- Stockfitters No. 68* (U. S. W.). Lasters Hall, 34 Andrew St.; Wed.; Joseph F. Parks, F. S. and B. A., 32 Stewart St.
- Stone Masons No. 35*. Painters Hall, 35 Munroe St.; Tues.; John J. Mara, F. and C. S., 68 Collins St.
- Street and Electric Railway Employees No. 238*. Carpenters Hall, 62 Munroe St.; 1st and 3d Tues.; Edward B. Brennan, F. S., 354 Broadway; Thomas F. Glynn, B. A., 318 Euclid Av., E. Lynn.
- Teamsters Protective No. 42*. Teamsters Hall, 35 Munroe St.; Mon.; William A. Nealey, S. T. and B. A.
- Telephone Operators No. 2A*. Moose Hall, 54 Central St.; 2d and 4th Mon.; Miss Agnes Hennessy, Pres., 534 Essex St.
- Theatrical Stage Employees No. 73*. Lee's Band Room, Andrew St.; 3d Sun.; William C. Scanlan, R. and C. S., 7 Beekford Ct.
- Turn Workmen No. 3* (S. W. P.). 93 Munroe St.; Mon.; S. J. Pothier, S., 47 Locust St., Haverhill; John F. Bowen, B. A.
- Typographical No. 120*. Elks Hall, Exchange St.; 1st Mon.; Thomas J. Minton, S., 34 Herbert St.

MALDEN.

- Bakery and Confectionary Workers No. 409* (Ice Cream Cone Makers). 409 Cross St.; Sat., twice a month; Harry Wexler, F. S., 15 Hazelwood St.; B. Smith, B. A., 24 Hazelwood St.

MALDEN — Con.

- Carpenters No. 685*. Bailey's Hall, 56 Pleasant St.; Tues.; Charles Shanley, R. S., 64 Pearl St.; Anderson McBride, B. A., 8 Ash Av., Winter Hill.
- Cigar Makers No. 87*. (See Boston.)
- City Employees No. 158* (Health Dept.). Hibernian Hall, 269 Charles St.; 2d Tues. and 4th Sun.; Denis Kelleher, R. S., 30 Eastern Av.
- Coal Teamsters and Helpers No. 314*. Hibernian Hall, 269 Charles St.; 2d Fri.; William R. Armstrong, Pres., 228 Pearl St.; J. J. Lucey, S., 238 Charles St.
- Painters, Decorators, and Paperhangers No. 346*. Bailey's Hall, 56 Pleasant St.; 2d and 4th Wed.; John J. Lane, R. S., 53 Ashland St.; John J. Fitzhenry, B. A., Norwood.
- Plumbers and Steamfitters No. 145*. Louise Hall, Pleasant St.; 1st and 3d Fri.; Edward Devine, R. S., 300 Charles St.
- Sheet Metal Workers No. 415*. Deliberative Hall, 56 Pleasant St.; 1st Fri.; John W. Patterson, F. S., 128 Main St., Stoneham.
- Stone Masons No. 37*. Bailey's Hall, 56 Pleasant St.; 1st Mon.; John E. Seander, F. S., 45 N. Milton St.; T. Driscoll, R. S., Wicklow Av., Medford.
- Teamsters No. 319*, City. Bailey's Hall, 56 Pleasant St.; 2d Mon.; Patrick J. Bulman, R. S., 559 Pleasant St.

Manchester.

- Carpenters No. 924*. Carpenters Hall, Main St.; Fri.; W. B. Rodges, R. S., Box 75.
- Letter Carriers: Branch No. 1362*. 9 Brook St.; 1st Mon.; Allan P. Dennis, S.
- Painters, Decorators and Paperhangers No. 797*. Carpenters Hall, Central Sq.; Mon.; Charles W. Sawyer, R. S., 7 Vine St.

Mansfield.

- Carpenters No. 1654*. Wilson's Hall, N. Main St.; 2d and 4th Thurs.; Roland H. Burrows, R. S., 19 Hope St.
- Letter Carriers: Branch No. 1352*. R. J. Morono, S.

Marblehead.

- Carpenters No. 962*. Advent Hall, Washington St.; Mon.; Ernest F. Nichols, R. S., 15 High St.; C. W. Moore and Louis Dumas, Bus. Agts., 71 Washington St., Salem.
- Lasters No. 35* (U. S. W.). Lasters Hall, School St.; Thurs.; John Coogan, F. S., 31 Bernard St.; Patrick J. Buckley, B. A., 176 Essex St., Salem.
- Painters No. 799*. Lillis Bldg., 1 School St.; Tues.; Grover C. Winalow, S. T., 19 Russell St.; Neil MacDonald, B. A., 62 Munroe St., Lynn.
- Turn Workmen No. 4* (S. W. P.). 100 Pleasant St.; Wed.; S. J. Pothier, S., 47 Locust St., Haverhill; John F. Bowen, B. A.

Local Trade Unions.

Marion.

Carpenters No. 1501. Members' homes; 1st Fri.;
Jonathan W. Hudson, R. S., Box 438.

MARLBOROUGH.

Bartenders No. 92. Burke's Bld., 118 Main St.; 1st Sun.; David J. Forrest, S. T., 26 Hill St.

Boot and Shoe Workers No. 59 (Mixed). Room 18, Burke Bldg., Main St.; Fri.; George McManamy, S. T.

Bricklayers, Masons and Plasterers No. 45. Burke's Bld., 118 Main St.; 2d and 4th Thurs.; W. M. Leonard, S., 37 Central St.

Carpenters No. 988. First National Bank Bldg., 200 Main St.; 2d and 4th Tues.; R. Harvey Taylor, R. S., 14 Pleasant Ct.

Cigar Makers No. 21. Burke's Bld., 118 Main St.; 1st Mon.; F. R. Bisson, S., 149 Lincoln St.

Cutting Dis and Cutter Makers No. 308. Painters Hall, Main St.; 1st Wed.; John J. Krueger, S., 113 Hudson St.

Granite Cutters. M. W. Mitchell, District Officer, 70 E. Main St.

Letter Carriers: Branch No. 6. E. F. Simpson, S. and B. A.

Musicians Protective No. 248. Burke's Bld., 118 Main St.; 2d Sun.; Frank B. Proctor, S., 7 Congress St.

Painters, Decorators and Paperhangers No. 561. Burke's Bld., 118 Main St.; Fri.; Thomas Naves, R. S., Kirby St.

Plumbers No. 151. Burke's Bld., 118 Main St.; 2d and 4th Tues.; H. M. Byrne, Pres., 58 Water St.; Hercule Levitre, C. S., Gibbon St.

Sheet Metal Workers No. 129. Room 5, Burke's Bld., 118 Main St.; 1st and 3d Thurs.; Louis E. Burness, R. S., 277 Mechanic St.

Street and Electric Railway Employees No. 620. (See FRAMINGHAM.)

Telephone Operators No. 10A. Burke's Bld., 118 Main St.; 1st and last Tues.; Miss Helen M. Gately, R. S., 57 Ringold St.

Typographical No. 281 (Marlborough and Hudson). Various shops; 1st Wed.; N. W. Brown, S. T., Hotel Preston.

Maynard.

Burlers No. 961 (U. T. W.). Cannon's Hall, Main St.; 1st Tues.; Miss Amy Petersen, R. S., Box 546.

Carpenters No. 1418. Masonic Hall, Maynard Bld.; 1st and 3d Fri.; Daniel J. Dwyer, F. S., Box 456 or 9 Pine St.

Loomfixers No. 401. Odd Fellows Hall, Nason St.; 2d Thurs.; A. J. Smith, R. S.; Everett C. Marchant, F. S., Box 771.

Mule Spinners No. 787. Odd Fellows Hall, Nason St.; 4th Thurs.; William Buckley, S. T., Harrison St.; John O'Leary, F. S.

Sewers No. 944 (U. T. W.). Holy Name Rooms, Main St.; 2d Thurs.; Miss Mary Leyden, R. S., Box 191.

Spoolers and Drawing-in Girls No. 947 (U. T. W.).

Maynard — Con.

Masonic Hall, Main St.; 1st Mon.; Mrs. Emily Bamford, R. S.

Telephone Operators No. 12A. (See CONCORD.)

Textile Workers No. 771. Finnish Hall, Parker St.; 2d Mon.; A. J. Lindfors, S., Box 908.

Weavers No. 945. Masonic Hall, Main St.; last Fri.; Joseph Parkin, F. S., Box 393.

MEDFORD.

Carpenters No. 777. Spanish War Veterans Hall, 38 High St.; Tues.; George E. Sellers, R. S., 14 Pleasant Ct.

Municipal Laborers No. 941. Spanish War Veterans Hall, 38 High St.; 1st and 3d Thurs.; Christopher M. McGrath, F. S., 230 Playstead St., W. Medford.

Painters, Decorators, and Paperhangers No. 605. Spanish War Veterans Hall, 38 High St.; 2d and 4th Thurs.; Samuel Bunney, F. S., 287 Salem St.; J. H. Fitzhenry, B. A., 862 Washington St., Norwood.

MELROSE.

Carpenters No. 760. Y. M. C. A. Hall, Main St.; 2d and 4th Mon.; F. W. Van Cor, R. S., 90 Sargent St., Melrose Highlands; John G. Cogill, B. A., 27 Glen Ct., Malden.

City Employees No. 805. Jewish Hall, Grove St.; 1st Tues.; Thomas R. Higgins, S., 23 Oak St.; Philip Cassell, B. A., 34 Park St.

Methuen.

Carpenters No. 1215. Odd Fellows Hall, Hampshire St.; 1st Fri.; Sidney R. Allery, R. S., 127 Forest St., R. F. D.; Melvin J. Boomhower, B. A., 48 Holly St., Lawrence.

Middleborough.

Boot and Shoe Workers No. 20 (Mixed). Red Men's Hall, Main St.; 2d and 4th Tues.; Elmer E. Phinney, F. S., L. B. 71; Sylvanus L. Brett, S. and B. A., 11 Rock St.

Carpenters No. 1271. Robinson Hall, N. Main St.; 1st and 3d Tues.; Louis D. Churbuck, R. S., 22 School St.; William S. Anderson, B. A., 102 Pearl St.

Letter Carriers: Branch No. 594. Carriers Room, P. O.; F. N. Woodward, S., 7 Southwick St.

Musicians No. 491. Robinson Hall, N. Main St.; 1st and 3d Thurs.; Parker Kennedy, R. S., Courtland St.; Frank E. Baker, F. S., 20 Cambridge St.

Milford.

Barbers No. 144. Carpenters Hall, Lincoln Sq. Bld., Main St.; 3d Thurs.; Harry A. Nichols, S. T., 14 Exchange St.

Bartenders No. 96. A. O. H. Hall, 224 Main St.; 1st Sat.; Joseph Naughton, F. S., 31 Forest St.

Local Trade Unions.

Milford — Con.

Boot and Shoe Workers No. 40 (Mixed). Elks Hall, Gillon Blk., 189 Main St.; 4th Mon.; John F. Reardon, S. T. and B. A.

Carpenters No. 867. Lincoln Sq. Blk., Main St.; 1st and 3d Tues.; James W. Smith, F. S., 39 Prospect St.; Oliver Jonah and Bennett F. Gordon, B. A., 62 Madison St., Worcester.

Cigar Makers No. 180. Carpenters Hall, Lincoln Sq. Blk.; 1st Mon.; Joseph Juska, F. S., Box 163. *Granite Cutters: Milford Branch*. Red Men's Hall, Main St.; 1st Fri. after 15th; Marion Tosti, C. S., 22 Cedar St.

Letter Carriers: Branch No. 308. Gilbert Bent, S. *Machinists: Hopdale Lodge No. 48*. (See FRAMINGHAM.)

Painters and Paperhangers No. 216. Carpenters Hall, Main St.; 2d and 4th Mon.; P. S. Johnson, R. S., 6 Park Ter.

Plumbers No. 548. A. O. H. Hall, 224 Main St.; 4th Fri.; Edmund M. Swan, S., 16 Gibbon Av.

Quarry Workers No. 71. A. O. H. Hall, 224 Main St.; 3d Fri.; John McRae, C. S., 22 Pleasant St.

Steam Engineers No. 73. Carpenters Hall, Lincoln Sq. Blk., Main St.; 2d Fri.; William F. MoAvoy, F. S., 4 Myrtle St.

Millers Falls. (See MONTAGUE.)

Milton.

Carpenters No. 1738. Johnson Hall, Adams St.; 1st and 3d Mon.; W. E. Webb, F. S., 93 Parkway, Mattapan; P. L. Hutchinson, R. S., Mattapan.

Monson.

Granite Cutters: Monson Branch. A. O. U. W. Hall; 3d Fri.; William O'Brien, Dist. Officer, Box 586.

Montague.

(MILLERS FALLS AND TURNERS FALLS.)

Iron Molders No. 347. (See GREENFIELD.)

Letter Carriers: Branch No. 1614 (Turners Falls). 36 Second St.; last day of the month; Jacob L. Alber, S., 76 Second St.; William H. Griesbach, B. A.

Machinists: Mt. Mineral Lodge No. 132 (Millers Falls). Red Men's Hall, Main St., Millers Falls; 2d and 4th Tues.; Ernest Parsons, S., L. B. 32, Millers Falls.

Metal Polishers, Buffers, Platers, etc., No. 174 (Millers Falls). Wheeler Hose House, Main St.; 2d Fri.; Daniel C. Donohue, F. S. and B. A., 30 Franklin St., Millers Falls.; Thomas Berard and Henry Morrissey, Bus. Agts.

Paper Makers No. 10 (Turners Falls). Bohemian Hall, K St.; 1st Sun.; William Jenkins, Pres. (and acting S.), Riverside, Gill, Mass.

Paper Makers Progressive Lodge No. 114 (Millers Falls). Red Men's Hall, Main St.; 1st Tues.; M. J. Hopkins, R. S. and B. A., Bridge St., Millers Falls.

Stationary Firemen No. 83 (Turners Falls). A. O. H. Hall, Av. A; last Sun.; J. J. Sullivan, S. T., 5 N St., Turners Falls.

Nahant.

Carpenters No. 1324. Town Hall; 2d and last Wed.; Sidney T. Doane, R. S., 11 High St., A. W. Clark, B. A., 62 Munroe St., Lynn.

Town Employees No. 655. Truck House, Nahant Rd.; 3d day of month; Herbert Coles, S., 22 Summer St.

Nantucket.

Letter Carriers: Branch No. 1661. Joseph M. Swain, S., 32 Pearl St.

Natick.

Boot and Shoe Workers No. 244 (Mixed). Cadet Band Hall, Main St.; 2d and 4th Thurs.; George Rokes, F. S., 10 High St.; B. J. Healey, B. A., 14 Morse St.

Carpenters No. 247. G. A. R. Hall, 4 Main St.; Mon.; Leon V. Rogers, R. S., 1 Farwell St.; L. H. Johnson, B. A., 251 Washington St., Newton.

Lasters No. 60 (U. S. W.). Eagle Hall, Main St.; Fri.; Fred Haycock, B. A., 39 South Av.

Letter Carriers: Branch No. 322. G. A. R. Hall, Main St.; 2d Sat.; Jeremiah F. Kiley, S.

Machinists: Hopdale Lodge No. 48. (See FRAMINGHAM.)

Musicians No. 393. Winch Bldg., Main St.; 2d Sun.; D. C. Ryan, S. T., 22 Union St.

Painters, Decorators and Paperhangers No. 216. C. L. U. Hall, Main St.; 1st and 3d Wed.; Fred G. Briggs, F. S., 29 Walnut St., Needham; John J. Fitzhenry, B. A., 862 Washington St., Needwood.

Plumbers and Steamfitters No. 448. Downs Hall, S. Main St.; 1st and 3d Thurs.; Charles Simmons, R. S., Sherman St.

Sheet Metal Workers No. 300. Tontian Hall, Main St.; 2d Mon.; William W. Bean, S., Box 299, Ashland.

Teamsters Protective No. 396. Cadet Band Room, Main St.; 1st and 3d Mon.; George E. Yeo, S. T. and B. A., 17 Florence St.

Needham.

Carpenters No. 693. Carpenters Hall, Chapel St.; Tues.; Joseph McCulloch, R. S., Rosemary Hill St.; L. H. Johnson, B. A., Albermarle Rd., W. Newton.

NEW BEDFORD.

Bakers No. 95. Labor Temple, 746 Pleasant St.; 2d and 4th Sat.; Joseph B. Holmes, R. S., 661 County St.

Barbers No. 447. Labor Temple, 746 Pleasant St.; 3d Mon.; Philip Monty, Jr., S. and B. A., 1815 Purchase St.

Bartenders No. 100. Dawson Bldg., 1851 Purchase St.; 1st and 3d Sun., June to Sept. (inc.); Michael H. Sullivan, F. S. and B. A., 27 Trinity St.

Boot and Shoe Workers No. 233. Eagle Hall, High St.; 2d Thurs.; Peter F. Mulkerne, F. and C. S., 109 Chestnut St.

Local Trade Unions.

NEW BEDFORD — Con.

Bettlers No. 224. German Club Hall, 14 Adams St.; 2d and 4th Thurs.; John J. Toomey, C. and R. S., 16 Ashland Terrace.

Brewery Workmen No. 197. Ward One Social Club, Purchase St.; 2d Tues. and last Mon.; James P. McCormick, S. and B. A., 28 Parker St.

Bricklayers and Plasterers No. 39. Oliver Bldg., 385 Acushnet Av.; Wed.; J. Pieracini, R. and C. S., 390 Maxfield St.

Card Pickers and Ring Spinners Association No. 36. Spinners Hall, 832 Purchase St.; 2d and 4th Tues.; James H. Simpson, S. and B. A., 23 Ashley St., Cove Village.

Carpenters No. 1081 (French). 384 Acushnet Av.; Mon.; Thomas Ray, R. S.; William Nelson, B. A., 728 Kempton St.

Carpenters No. 1287. 384 Acushnet Av.; Tues.; M. S. Justley, R. S., 91 Durfee St.; William Nelson, B. A., 728 Kempton St.

Carpenters No. 1753 (Portuguese). 384 Acushnet Av.; 1st and 3d Fri.; John Da Silva, R. S., 265 Purchase St.; William Nelson, B. A., 728 Kempton St.

City Employees No. 185. Weavers Hall, 746 Pleasant St.; May to Nov., 2d and 4th Tues.; Nov. to May, 2d and 4th Sun.; John F. Daley, F. S., 1427 Pleasant St.

Culinary Alliance No. 296 (Hotel and Restaurant Employees). Theatre Bldg., 251 Union St.; 2d and 4th Wed.; Edward T. Smith, S. T. and B. A., 181 Ash St.

Dresser Tenders No. 335 (U. T. W.). Spinners Hall, 832 Purchase St.; 2d and 4th Wed.; Edmund H. Yell, S. T. and B. A., 1655 Acushnet Av.

Electrical Workers No. 144 (Telephone Employees). 222 Union St.; 1st Wed.; William F. Smart, R. S., 51 Newton St.

Electrical Workers No. 224. Theatre Bldg., 251 Union St.; Mon.; Harold Cooper, R. S., 55 Fruit St.; George I. Sanderson, B. A.

Engineers, Amalgamated Society of: New Bedford Branch. Weavers Hall, 746 Pleasant St.; alt. Tues.; Mark Redfern, S., 494 Summer St.; William Harrison, B. A., 408 St. Marks Av., Brooklyn, N. Y.

Flint Glass Workers No. 17 (Blowers). Labor Temple, 746 Pleasant St.; 1st Mon.; August Gleichman, F. S., 107 South St.; Philip H. Sheridan, B. A., 148 Fair St.

Flint Glass Workers No. 113 (Cutters). Clan MacFarlane Hall, Purchase St.; 1st and 3d Mon.; Charles C. Wilcox, S., 41 Arch St.

Granite Cutters: New Bedford Branch. Labor Temple, 746 Pleasant St.; 1st Thurs. on or after the 15th; James McGrath, S., 4 Penniman St.

Lesters No. 27 (B. & S. W.). Labor Temple, 746 Pleasant St.; 1st Fri.; Hurlburt E. Card, F. S., 210 Austin St.

Letter Carriers: Branch No. 18. Jenny's Hall, 768 Pleasant St.; 1st Sat.; John R. Heap, S., Post Office, care of Route 2.

Leathers Association. Oliver Bldg., 384 Acushnet Av.; 2d Fri.; William R. Grindrod, S. and B. A., 25 Willis St.

NEW BEDFORD — Con.

Machinists No. 581. Weavers Hall, 746 Pleasant St.; Thurs.; John Croke, S., 683 Brook Av.

Moving Picture Machine Operators No. 334. Room 9, Theatre Bldg.; 1st Tues.; John E. Simms, F. S., 174 Washington St.; Fred C. Burke, B. A., 570 Summer St.

Mule Spinners No. 2. Spinners Hall, 832 Purchase St.; 3d Tues.; Samuel Ross, S. and B. A., Willis St., or Box 337.

Musicians Protective No. 214. Oliver Bldg.; 384 Acushnet Av.; 1st Sun.; Frank Wittaker, S., 93 S. Sixth St.

Painters, Decorators and Paperhangers No. 601. Labor Temple, 746 Pleasant St.; Mon.; C. A. Linderman, C. S.; George Richards, T. and B. A., R. F. D., 8, Dartmouth.

Paving Cutters No. 67. Frank Jenkins, S., 184 Shawmut Av.

Plumbers No. 53. Green Bldg., Pleasant St.; 2d and 4th Wed.; Charles DeLord, S., S. Sixth St.

Quillers and Beavers. (See Weavers No. 13, Nat'l Amal.)

Railway Clerks No. 68. Eagle Hall, High St., New Bedford, and Good Samaritan Hall, Taunton, alternately; 2d Sun.; John J. L. Evers, R. S. and B. A., 111 Merrimac St.

Retail Clerks No. 1385 (Grocery and Provision). Spinners Hall, 832 Purchase St.; 1st and 3d Wed.; F. A. Gurney, F. S., 7 Priscilla St.

Ring Twisters No. 14 (Machine). Tigers Hall, 384 Acushnet Av.; 2d Sun.; Manuel Silva, S. and B. A., 256 County St.

Sheet Metal Workers No. 289. Labor Temple, 746 Pleasant St.; 2d and 4th Mon.; Earl F. Lovejoy, F. S. and T., 517 Purchase St.; George Sanderson, B. A., 251 Union St.

Shoe Stitchers and Cutters No. 243 (B. & S. W.). Labor Temple, 746 Pleasant St.; 2d Mon.; George D. McCarthy, F. S. and B. A., 170 Campbell St.

Silver Workers No. 88. Oliver Bldg., 384 Acushnet Av.; 1st and 3d Wed.; George Marvel, R. S., 29 Welcome St.; Thomas Nagle, F. S., 137 Acushnet Av.

Stationary Firemen No. 294. Spinners Hall, 832 Purchase St.; 1st and 3d Fri. and 2d Sun.; Martin McCoy, S. T. and B. A., 83 Walden St.

Steam Engineers No. 156. Theatre Bldg.; 251 Union St.; 1st and 3d Thurs.; Carl F. Hayward, S. T., 197 Campbell St.; Patrick F. Lynch, B. A., 885 County St.

Steamfitters and Helpers No. 644. Theatre Bldg., 251 Union St.; 2d and 4th Thurs.; James F. Farrell, R. S., 19 Welcome St.; George I. Sanderson, B. A.

Taxi Cab and Motor Bus Drivers No. 522. Weavers Hall, 746 Pleasant St.; 2d and 4th Wed.; Arthur Banville, F. S., 14 Welcome St.

Teamsters No. 481. Labor Temple, 746 Pleasant St.; 1st and 3d Sun.; George Parris, S. T. and B. A., 90 Linden St.

Telephone Operators No. 64. 222 Union St.; 1st and 3d Thurs.; Miss Irene Gifford, R. S., 188 Washington St.

Local Trade Unions.

NEW BEDFORD — Con.

- Theatrical Stage Employees No. 131.* Room 9, Theatre Bldg.; 2d Sun.; Pearly B. Coates, C. S., Box 1; Fred C. Burke, F. S. and B. A., Box 1.
- Theatrical Stage Employees No. 534.* (See Moving Picture Machine Operators.)
- Typographical No. 276.* Labor Temple, 746 Pleasant St.; last Sun.; Frank C. Bliffins, S., 411 Pleasant St.
- Warp Twisters No. 874.* Labor Temple, 746 Pleasant St.; 3d Fri.; William Norwood, S. and B. A., 95 Willard St.
- Weavers Protective Association No. 2* (Cotton). Labor Temple, 746 Pleasant St.; 2d Tues.; Francis J. Duffy, Jr., S. and B. A., 95 Grant St.
- Weavers No. 13* (Nat. Amal.) (Quillers and Beamers). Franco-American Federation Hall, W. French Av.; 1st and 3d Sun.; Joseph F. Routhier, S. and B. A., 10 Roosevelt St.

NEWBURYPORT.

- Barbers No. 773.* Francis McGlew, Jr., S., 39 Temple St.
- Bartenders No. 91.* Carpenters Hall, 12½ State St.; 2d Sun.; John F. Mahoney, S. and B. A., 12 Elm St.
- Bricklayers, Masons, and Plasterers No. 41.* Carpenters Hall, 12½ State St.; Fri. nearest middle of month; Frank W. Marshall, C. S., 386 High St.; T. H. McCarthy, B. A., 28 Warren St.
- Carpenters No. 989.* Carpenters Hall, 12½ State St.; Thurs.; Frank S. Heath, R. S. and B. A., 14 Dalton St.
- Electrical Workers No. 687* (mixed). Carpenters Hall, 12½ State St.; 2d and 4th Wed.; Frank Creedon, S., 195 Merrimack St.
- Iron Molders No. 474.* Moose Hall, 6 Charter St.; 3d Wed.; George Clough, C. and F. S., 5 California St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Letter Carriers: Branch No. 108.* Post Office, Inn St.; James L. Mannix, S. T. and B. A., 91 Lime St.
- Musicians Protective No. 378.* 25 Market Sq.; 1st Sun. in Jan., April, June, and Oct.; T. B. Hughes, S. T., 3 Hill St.
- Painters No. 582.* Carpenters Hall, 12½ State St.; 1st and 3d Wed.; Charles M. Morrill, R. S., Box 97, W. Newbury.
- Shoe Workers No. 101* (U. S. W.) (mixed). Timothy P. Herlihy, S., 30 Dove St.
- Typographical No. 686.* Members' homes; 2d Tues.; Daniel Foster, S. T., 13 Otis Pl.

NEWTON.

- Bricklayers and Masons No. 32.* Carpenters Hall, Washington St.; Mon.; Thomas P. Dorsey, R. S., 21 Emerson St.; John F. Cavanaugh, F. S. and B. A., 16 Middle St.
- Building Laborers No. 26.* F. Hawley, S., 66 Green St.

NEWTON — Con.

- Building Laborers No. 70.* Nonantum Hall, 251 Washington St.; 2d and 4th Tues.; Patrick Foran, R. S., 204 River St., W. Newton.
- Carpenters No. 875.* Nonantum Hall, 251 Washington St.; Tues.; Edmund N. Murphy, R. S., 38 Watertown St., Watertown; L. H. Johnson, B. A.
- Carpenters No. 680* (Newton Centre). Circuit Hall, Newton Centre; Tues.; W. E. Corkum, R. S., 14 Lyman St., Newton Centre; L. H. Johnson, B. A., 251 Washington St.
- Carpenters No. 708* (West Newton). A. O. U. W. Hall, Washington St.; Fri.; E. P. Kebbe, R. S., Galen St.; L. H. Johnson, B. A., 251 Washington St.
- Carpenters No. 1600* (Mill). Nonantum Hall, 251 Washington St.; 1st and 3d Thurs.; James Orr, F. S., Cherry St., W. Newton; L. H. Johnson, B. A., 251 Washington St.
- City Employees No. 175.* Hibernian Hall, Washington St.; 1st and 3d Fri.; A. L. Moriarty, Pres., 316 River St., W. Newton; William F. McGrath, R. S., 46 Homer St., Newton Centre.
- Painters, Decorators, and Paperhangers No. 545.* Nonantum Hall, 251 Washington St.; 1st and 3d Wed.; Herbert F. Lewis, R. S., 378 Ward St., Newton Centre; John J. Fitzhenry, B. A., 862 Washington St., Norwood.
- Plumbers No. 801* (West Newton). Nonantum Hall, 251 Washington St.; 1st and 3d Fri.; Fred Simpkins, R. S., 50 Beecher Pl., Newton Centre.

NORTH ADAMS.

- Barbers No. 186.* C. L. U. Hall, 101 Main St.; last Tues.; Patrick H. Nagle, S., 44 Eagle St.
- Bartenders No. 185.* C. L. U. Hall, 101 Main St.; 1st Sun.; C. W. Murray, F. S., 65 River St.; T. F. Fitzgerald, B. A., 58 Braeowell Av.
- Boothblacks Protective No. 11334.* 70 Main St.; 1st Sun.; Nicola Del Negro, S. T.
- Bricklayers, Masons, and Plasterers No. 18.* Dowlin Bk., 101 Main St.; Mon.; G. C. Bouchard, F. S., 4 Richview St.
- Carpenters No. 193.* Rooms 210-212, Dowlin Bk., 101 Main St.; Wed.; S. H. Crum, R. S., 291 Ashland St.; John Cummings, Special Agent, 96 Liberty St.
- Cigar Makers No. 206.* C. L. U. Hall, 101 Main St.; 1st Tues.; E. R. Stein, S., 15 Highland Av.
- Electrical Workers No. 289* (Telephone Workers). Telephone Club Hall, 69 Main St.; 2d and 4th Fri.; F. D. Viena, S., 81 Williams St.
- Electrical Workers No. 338* (Mixed). Telephone Club Hall, 69 Main St.; 1st and 3d Thurs.; Oscar Hellig, F. S., 9 Kipper St., Adams.
- Lesters No. 165* (B. & S. W.). B. & S. W. Hall, 101 Main St.; 2d Tues.; Francis J. Fleming, F. and R. S., 85 River St.
- Letter Carriers: Branch No. 103.* James A. Reagan, S., 14 Jackson St.
- Loomfixers No. 38.* St. Jean Baptiste Hall, Bank St.; 2d and 4th Fri.; Thomas Connaughton, R. S. and B. A., 1129 Massachusetts Av.

Local Trade Unions.

NORTH ADAMS — Con.

- Molders No. 300.* C. L. U. Hall, 101 Main St.; last Mon.; Moses B. Wright, F. S., 44 South St.; James A. Loveday, B. A., 763 Asylum St., Hartford, Conn.
- Musicians No. 96.* C. L. U. Hall, 101 Main St.; 1st Sun., quarterly; Byron G. Briggs, S. and B. A., 47 Summer St.
- Painters, Decorators, and Paperhangers No. 2.* C. L. U. Hall, 101 Main St.; Mon.; Charles C. Murphy, R. and F. S., 53 Chase Av.
- Plumbers No. 578.* Bricklayers Hall, 101 Main St.; 2d and 4th Fri.; John Petty, R. S., 42 Meadow St.
- Railroad Station Employees No. 15 (B. & M. R.R.).* C. L. U. Hall, 101 Main St.; 2d and 4th Fri.; Patrick J. O'Leary, R. S., 4 Crosses Pl.
- Railroad Telegraphers No. 30.* 59 Congress St., Troy, N. Y.; 4th Sat.; H. F. Cook, Pres., Charle-mont, Mass.
- Railway Clerks: Hoosac Lodge No. 324.* Moose Hall, Main St.; 1st Fri.; James T. Welch, F. S., T. and B. A., 31 Chestnut St.
- Shoe Cutters No. 163 (B. & S. W.).* Joint Council Rooms, 101 Main St.; 4th Fri.; L. E. Tyler, F. S. and T., 81 Vesie St.
- Sole Fasteners No. 201 (B. & S. W.).* B. & S. W. Hall, 101 Main St.; 1st and 3d Tues.; James McNeil, F. S., 18 Hall St.
- Stationary Firemen No. 100.* C. L. U. Hall, 101 Main St.; 1st Thurs. and 4th Sun.; Joseph Wilkins, F. S., 89 Charles St.
- Stitchers No. 285 (B. & S. W.).* Div. 4, A. O. H. Hall, Main St.; 1st Mon.; Miss Amy R. Fuller, F. S., 5 Sperry Av.
- Stock Fitters No. 297.* B. & S. W. Hall, 101 Main St.; 2d and 4th Mon.; John F. Flaherty, F. S., 29 High St.
- Tailors No. 553.* Mansion House, State St.; 2d Tues.; P. H. Egnateff, S., Box 452.
- Telephone Operators No. 24A.* Telephone Club Hall, 69 Main St.; 1st Tues. and last Wed.; Miss Valeda Viens, F. S., 250 Houghton St.; Miss Florence Deyo, R. S., 22 Notch Rd.
- Theatrical Stage Employees No. 83.* C. L. U. Hall, 101 Main St.; 1st and 3d Sun.; William A. Robare, C. S. and B. A., 19 Fuller St.
- Triers and Finishers No. 218 (B. & S. W.).* Owls Hall, 112 Main St.; 1st Fri.; Tibbette M. Northup, F. S., 60 Summer St.
- Typographical No. 316.* St. Jean Baptiste Hall, Bank St.; 2d Tues.; Francis M. Sullivan, S. T., Box 384.

NORTHAMPTON.

- Barbers No. 34.* Board of Trade Rooms, 59 Main St.; 4th Tues.; Thomas P. D. Gordon, C. and F. S., 32 Pleasant St.
- Bartenders No. 113.* Board of Trade Rooms, 59 Main St.; 2d Sun.; Michael J. O'Neil, S. T., 18 Masonic St.
- Boiler Makers: Franklin Lodge No. 517.* 4th Fri.; Timothy Scannell, F. S., 259 Chapman St., Greenfield; M. J. Comiskey, B. A., 8 Cherry St.

NORTHAMPTON — Con.

- Bricklayers and Plasterers No. 4.* Board of Trade Rooms, 59 Main St.; 2d and 4th Mon.; C. B. Macomber, C. S., 26 N. Elm St.
- Building Laborers No. 23.* A. O. H. Hall, 90 Main St.; 1st and 3d Mon.; Frank J. Russell, S., 3 War-field Pl.
- Carpenters No. 351.* K. of C. Hall, 39 Main St.; 1st and 3d Fri.; Michael E. Garvey, R. S. and B. A., 163 Prospect St.
- Cigar Makers No. 596.* Board of Trade Rooms, 59 Main St.; 1st Thurs.; Philip Benjamin, R. S., Box 54.
- Electrical Workers No. 710.* Board of Trade Rooms, 59 Main St.; 1st and 3d Tues.; Harold L. McBreen, R. S., Box 604; Thomas Chaisson, F. S., Box 604.
- Iron Molders No. 295 (Florence).* Pastime Club, Main St.; 1st Mon.; W. E. Dunphy, C. R., 78 West St., Florence; James A. Loveday, B. A., 763 Asylum St., Hartford, Conn.
- Knitters No. 12, Full Fashioned.* Board of Trade Rooms, 59 Main St.; 2d Tues.; John Egan, R. S., Wilson Av.; Arthur S. Frets, F. S., 71 High St., Florence.
- Lathers No. 393 (Wood, Wire, and Metal).* Napoleon T. Dragon, S., 43 Payson St.
- Letter Carriers: Branch No. 64.* William P. Donovan, S.
- Maintenance of Way Employees No. 64.* A. O. H. Hall, 90 Main St.; 1st Sat.; Francis Loveage, S. T., 159 Chapman St., Greenfield.
- Metal Polishers No. 139 (Bay State).* German Hall, Bay State; 2d and 4th Tues.; Harry Bingley, R. S., 147 Riverside Drive; Joseph E. Svoboda, F. S., 139 Federal St.
- Musicians Protective No. 280.* Odd Fellows Hall, Center St.; 1st Sun.; Orrin J. Blinn, S., Hayden-ville.
- Painters No. 648.* A. O. H. Hall, 90 Main St.; 1st and 3d Fri.; E. J. Walker, R. S., Water St., Leeds; M. Garvey, B. A., 163 Prospect St.
- Plumbers, Steamfitters and Gasfitters No. 64.* For-esters Hall, 86 Main St.; 1st and 3d Mon.; Joseph Brigham, Jr., F. S., 33 Myrtle St.; Joseph A. Lepine, B. A., 18 Washington Pl.
- Pulp, Sulphite and Paper Mill Workers No. 7.* A. O. H. Hall, 90 Main St.; 1st and 3d Tues.; Joseph P. Menard, R. S.
- Railroad Station Employees No. 31.* A. O. H. Hall, 90 Main St.; 4th Tues.; Timothy M. O'Keefe, S. T., 44 Walnut Av.; Moses P. McDonald, B. A., 11 Valley St.
- Railroad Trainmen: Meadow City Lodge No. 444.* K. of C. Hall, 39 Main St.; 1st and 3d Sun.; J. M. Planker, S., 22 Edwards Sq.; James R. Flynn, B. A., 26 Revell Av.
- Railway Clerks: Northampton Lodge No. 58.* Board of Trade Rooms, 59 Main St.; 1st Mon.; W. S. McKenney, S. T., 36 Bedford Ter.
- Stationary Firemen No. 143.* A. O. H. Hall, 90 Main St.; 2d and 4th Fri.; Michael Mahar, R. S., 11 Stoddard St.; Leroy King, B. A., 179 South St.

Local Trade Unions.

NORTHAMPTON — Con.

Street and Electric Railway Employees No. 549. Foresters Hall, 86 Main St.; 2d and 4th Fri.; George W. Lawley, F. S., 55 Chestnut St., Florence.

Tailors No. 168. 160 Main St.; 1st Mon.; John Limonsan, C. S.

Theatrical Stage Employees No. 232. Academy of Music, Main St.; 1st Sun.; George A. Briggs, S., Box 634.

Typographical No. 711. 4 Crafts Av.; 1st Tues.; R. Ernest Reynolds, S. T.

North Andover.

Card Machine Operators. On call; Phineas W. Clark, Shop S., 13 Third St.

North Attleboro.

Carpenters No. 1679. A. O. H. Hall, Washington St.; 1st and 3d Tues.; Arthur W. Meyers, R. S., 12 Fisher St.; William Degrenier, B. A., 15 Oak St., N. Attleborough.

Jewelry Workers No. 19. Badaracoo Hall; Wed.; John S. Cooney, S., 28 High St.

Letter Carriers: Branch No. 639. Living room, Post Office; William H. Shaw, S., 68 Washington St.

Northbridge. (WHITINSVILLE.)

Letter Carriers: Branch No. 1474. P. O., Whitinsville; Albert Brown, S.

North Brookfield.

Boot and Shoe Workers No. 130 (Mixed). Foresters Hall, Summer St.; 1st Mon.; M. J. McNamara, F. S., Box 731.

Overall Workers No. 124. Grange Hall, cor. Main and Maple Sts.; 1st Mon.; Mrs. Gertrude L. Ham-bury, R. and F. S., Box 414.

North Easton. (See EASTON.)

Norton (BARROWSVILLE.)

Cloth Folders No. 661. (See TAUNTON.)

Norwood.

Bindery Women No. 213. Callahan Hall, Washington St.; 4th Mon.; Mary E. Lee, R. S., 7 Williams St.; Miss Margaret Crowley, B. A., 79 Monroe St., Norwood.

Blacksmiths No. 441. Lyric Hall, Hyde Park; 1st Sun.; John P. Cavanaugh, R. S. and B. A., 14 Lyden St.

Boiler Makers: Norwood Lodge No. 281. Naomi Hall, 724 Washington St., Boston; 2d and 4th Fri.; Robert Henderson, C. S. and B. A., 274 Metropolitan Av., Ros.

Bookbinders No. 176. Odd Fellows Bldg., Washington St.; 3d Fri.; Charles Miller, R. S., 18 Sanders Rd.; George A. Uphill, B. A., Vernon St.

Carpenters No. 266. Eagle Hall, 54 Day St.; 1st and 3d Tues.; George N. Brooks, R. S. and B. A., 132 Vernon St.

Norwood — Con.

Iron Molders No. 323 (Foxborough and Norwood). Eagle Hall, 54 Day St.; 1st Fri.; Robert B. Oldham, C. R. and S., 7 Monroe St.; Eugene L. Murphy, B. A., 116 Winslow Av.

Letter Carriers: Branch No. 748. P. O. Bldg., Guild St.; 30th of each month; George E. Everett, S., 346 Washington St.; William J. Sullivan, B. A.

Musicians No. 343. Band Hall, Central St.; 4th Sat.; Herbert L. Engley, S. T., 19 Hoyle St.

Painters, Decorators and Paperhangers No. 747. Eagle Hall, 54 Day St.; 2d Thurs.; John Daunt, R. S. T., 21 Phillips Av.; John J. Fitzhenry, B. A., North Walpole.

Plumbers, Steamfitters and Gasfitters No. 81. Eagle Hall, 54 Day St.; 3d Mon.; Henry A. Shannon, R. S., Talbot Bk.

Printing Pressmen No. 35. Eagle Hall, 54 Day St.; 2d Fri.; William F. Phalen, R. S., 59 Walnut Av.

Orange.

Iron Molders No. 390. On call; William H. Geddes, C. S., 16 Beacon St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

Letter Carriers: Branch No. 734. Living room, Post Office; C. L. Gray, S.

Metal Polishers No. 84. K. of P. Hall, cor. East and S. Main Sts.; 1st Mon.; M. H. Hartney, R. S., 15 Fountain St.

Palmer.

Carpenters No. 445. Mrs. Hellyar's Hall, Main St.; 1st and 3d Fri.; Robert W. Hutton, R. S., Box 14, Bondsville; Fred A. Capen, B. A., Box 151.

Letter Carriers: Branch No. 1717. W. J. Mongeau, S.

Painters, Decorators, and Paper Hangers No. 711. Namawana House; 1st and 3d Tues.; Lewis Calkins, F. S., 23 Park St.

Peabody.

Leather Workers No. 38. (See SALEM.)

Letter Carriers: Branch No. 236. 11 Peabody Sq.; on call of Pres.; Herbert L. Brown, S., 173 Lowell St.

PITTSFIELD.

Barbers No. 127. Eagle Hall, First and Melville Sts.; 1st Wed.; William Boos, F. S. and B. A., Box 1411.

Bartenders No. 114. North Union Bldg., North St.; 1st Sun.; Frank J. Mara, F. S. and B. A., 159 North St.

Blacksmiths No. 214. Metal Trades Hall, 124 North St.; 2d and 4th Thurs.; William J. Schults, R. S., 648 Tyler St.; Ernest Rook, F. S., 35 Third St.

Bottlers and Drivers No. 324. Carpenters' Hall, 311 North St.; 1st Sun.; James T. Lynch, F. S., 299 Onota St.

Brewery Workmen No. 141. Melville Bldg., North and Melville Sts.; 1st Fri.; George Schaefer, S. and B. A., 2 Martin St.

Local Trade Unions.

PITTSFIELD — Con.

Bricklayers, Masons, and Plasterers No. 80. Sarafield Hall, 124 North St.; Fri.; John J. O'Melia, C. S., 89 John St.

Carpenters No. 444. Ryan's Blk., 311 North St.; Tues.; J. Charles Poole, F. S., 316 Onota St.; W. B. White, B. A., Box 1173.

Carpenters No. 1660 (Shop). Carpenters Hall, 311 North St.; 1st and 3d Thurs.; W. H. Cummings, R. S., 61 Harvard St.

Electrical Workers No. 170 (Shop). Eagle Hall, First and Melville Sts.; 1st and 3d Tues.; Henry A. Cote, R. S., 97 Lincoln St.; Lloyd E. Filio, B. A., 13 Lake St.

Electrical Workers No. 448 (Cranemen and Shop Men). Metal Trades Hall, 124 North St.; 1st and 3d Tues.; Henry Biron, R. S., 119 Lincoln St.; Conrad L. Kline, F. S., 4 Harvard Ct.

Electrical Workers No. 284 (Telephone Men). Whiteley Bldg., 28 Renne Av.; 1st and 3d Mon.; Thomas A. Butler, R. S., 37 Dexter Av.; H. Illingworth, F. S., 136 Seymour St.

Electrical Workers No. 498. Metal Trades Hall, 124 North St.; 2d and 4th Tues.; Harvey D. Blass, R. S., 211 Francis Av.; H. E. Bourdon, F. S., 76 Calumet St.

Federal Labor No. 15871. Metal Trades Hall, 124 North St.; 1st and 3d Thurs.; Joseph D. Harder, Pres., 43 Marsella Av.; C. E. Wolfe, R. S. and B. A., Box 23, Berkshire.

Foundry Employees. Metal Trades Hall, 124 North St.; 2d and 4th Mon.; Michael Chassey, R. S., 81 Dalton Av.

Red Carriers, Building and Common Laborers No. 239. G. Di Bernardi, S., 191 Columbus Av.

Letter Carriers: Branch No. 286. William J. Morrow, S. and B. A., 97 Lincoln St.

Machinists No. 739. Eagle Hall, First and Melville Sts.; 2d and 4th Tues.; Roger L. Arringdale, R. S., Woodlawn Inn.

Maintenance of Way Employees: Signal Department (B. & A. R.R.). Alternately in Pittsfield and Springfield; 2d Sun.; John M. Buchan, S. T. and B. A., 84 Woodleigh Av.

Maintenance of Way Employees No. 222. Foresters Hall, 311 North St.; last Sun.; William G. Kane, S. T., Chatham Centre, N. Y.; T. J. Lampman, B. A., Cheshire.

Metal Polishers, Buffers, and Platers No. 64. Metal Trades Hall, 124 North St.; 1st and 3d Mon.; Thomas J. Murray, S., 25 Grand Av.

Molders No. 445. Metal Trades Hall, 124 North St.; 1st and 3d Tues.; Gustav Reiff, C. R., 10 Hayes Pl.; L. E. Gerrity, B. A., 314 Hulett St., Schenectady, N. Y.

Moving Picture Machine Operators No. 452. Caledonian Hall, 246 North St.; 2d Sun.; Joseph Barry, S., 42 Fourth St.

Musicians No. 109. Shipton Hall, 150 North St.; 1st Sun. each quarter (beginning Jan.); John F. Walsh, Gen. S., 42 Curtis St.

Painters, Decorators, and Paperhangers No. 94. Foresters Hall, Ryan Blk., 311 North St.; Peter H. Rogers, R. S., 46 Francis Ave.; Joseph A. McDonough, B. A., 134 Woodleigh Av.

PITTSFIELD — Con.

Pattern Makers Association. Metal Trades Hall, 124 North St.; 1st Thurs.; E. Umpleby, B. A., Box 780, Schenectady, N. Y.

Plumbers and Steamfitters No. 321 (Shop). Carpenters Hall, 311 North St.; 2d and 4th Wed.; Joseph E. Clark, F. S., 19½ Spring St.

Plumbers, Steam, and Gasfitters No. 297. Carpenters Hall, 311 North St.; 2d Thurs.; Fred Carpenter, S. T., 199 Springside Av.

Printing Pressmen and Assistants No. 223. William T. Maley, S., 73 High St.

Railroad Station Employees: Berkshire Division No. 35. Eagle Hall, First and Melville Sts.; 1st Sun.; W. H. Martin, S. T. and B. A., 40 Francis Av.

Railroad Trainmen No. 336. Osceola Hall, 246 North St.; 1st and 3d Sun.; E. P. Young, S. and B. A., 3 Robbins Av.

Railway Clerks: Berkshire Lodge No. 273. Newman Hall, North and Depot Sts.; 1st Tues.; Gregory T. Young, F. S., B. & A. Freight House.

Stationary Firemen No. 334. Metal Trades Hall, 124 North St.; 4th Thurs. and 4th Sun.; B. R. Joph, R. S., 155 Linden St.

Street and Electric Railway Employees No. 496. Eagle Hall, First and Melville Sts.; last Thurs.; Owen G. Monroe, S. and B. A., Box 991.

Tailors No. 295. Turn Hall, 113 Seymour St.; 1st Mon.; Nils G. Stridsberg, C. and R. S., 22 Crosier Av.

Teamsters No. 223. Carpenters Hall, 311 North St.; 2d and 4th Thurs.; George Sweeney, R. S., Cascade Rd.

Telephone Operators No. 23A. Electrical Workers Hall, 28 Renne Av.; 1st and 3d Mon.; Miss Tryphena Griffin, S., 102 W. Housatonic St.; Miss Anna May Cooper, B. A., 33 Wahconah St.

Theatrical Stage Employees No. 275. Caledonian Hall, 246 North St.; 1st Sun.; Arthur A. Elliott, S. T., 151 North St.; Louis F. Bissell, B. A., Colonial Theatre.

Typographical No. 109. Musicians Hall, 150 North St.; 1st Mon.; James E. Reagan, S. T. and B. A., 202 Lenox Av.

Plymouth.

Bricklayers, Masons, and Plasterers No. 46. O'Brien Hall, Main St.; 2d Mon.; Thomas H. Andrews, C. S., 4 Lewis St.

Carpenters No. 1591. Red Men's Hall, Middle St.; 1st and 3d Mon.; Charles H. Smith, R. S. and B. A., 119 Summer St.

Iron Molders No. 482. A. O. U. W. Hall, Main St.; 1st Tues.; H. E. Bryant, C. R., Box 95, Kingston; Eugene L. Murphy, B. A., 116 Winalow Av., Norwood.

Letter Carriers: Branch No. 136. Members' houses; 2d Tues.; William A. Gray, S. and B. A., 47 Davis St.

Musicians No. 281. Calumet Club Rms., Russell Bldg., Main St.; on call; Richard B. Brown, S., 7 Winalow St.

Local Trade Unions.

Provincetown.

Letter Carriers: Branch No. 1285. 255 Commercial St.; 1st Mon.; Charles N. Rogers, S., 458 Commercial St.

QUINCY.

Barbers No. 390. 1382 Hancock St.; 3d Sun.; F. W. Cochran, S. and B. A., 809 Broad St., E. Weymouth.

Boot and Shoe Workers No. 190 (Mixed). Fri.; Miss Ella De Rush, S., 77 West St., S. Weymouth.

Bricklayers, Masons, and Plasterers No. 68. Wilson Hall; Mon.; Nicholas F. Cleary, C. and F. S., General Delivery.

Carpenters No. 385 (Wollaston). Poland Hall, Norfolk Downs, Wollaston; 1st and 3d Tues.; Warren J. Barlow, R. S., 124 Belmont St., Wollaston; John G. Cogill, B. A., 27 Glen Ct., Malden.

Carpenters No. 762. G. A. R. Hall, Hancock St.; Mon.; Charles S. Jones, R. S., 58 River St.; Fred H. Lord, B. A., 295 Washington St.

Electrical Workers No. 189. Bldg. Trades Council Hall, 1355 Hancock St.; 1st and 3d Tues.; Paul A. Hoyte, R. S., 505 Hancock St.; Barnard Riley, B. A., 55 Bedford St.

Engineers, Amalgamated Society of: Fore River Branch No. 948. Union Hall, Hancock St.; 2d Mon.; Allan McGeachie, S., Box 244; William Harrison, B. A., 309 Broadway, New York, N. Y.

Granite Cutters: Quincy Branch. Clan MacGregor Hall, Franklin and Water Sts.; 3d Wed.; James F. Reid, C. S., 179 Granite St.; Nicholas Williams, B. A., 107 Common St., W. Quincy.

Granite Polishers. Clan MacGregor Hall, Franklin and Water Sts.; 3d Thurs.; Alexander Ross, C. S., 97 Intervale St.; Nicholas Williams, B. A., 107 Common St., W. Quincy.

Hod Carriers and Building Laborers No. 133. Johnson Bldg., 1382 Hancock St.; 1st and 3d Thurs.; Carmine Varrasso, R. S., 65 Penn St.; Barnard Riley, B. A., 55 Bedford St.

Industrial Workers No. 34, Branch 2 (Metals and Machinery). Wilson Hall; 1st and 3d Thurs.; M. Nicholson, T., 25 Elliot St., E. Braintree.

Lathers No. 98. Johnson Bldg., 1382 Hancock St.; 2d and 4th Thurs.; Ernest Lord, F. S., Francis Rd., E. Weymouth.

Loftmen and Helpers No. 14322. Johnson Bldg., 1382 Hancock St.; Edwin S. Sines, S., 11 Turner St.

Mechanists: Quincy Lodge No. 108. Johnson Bldg., 1382 Hancock St.; 1st and 3d Wed.; P. M. Deckers, R. S., 4 Goddard St.; George B. Loring, F. S., Sta. A, Box 168, Boston.

Painters, Decorators, and Paperhangers No. 773. 1355 Hancock St.; 2d and 4th Thurs.; Charles F. Best, F. and R. S., 229 Water St.

Pattern Makers Association: Quincy Branch. Johnson Bldg., 1382 Hancock St.; 2d and 4th Wed.; W. W. Wheeler, R. S., 42 Mill St.; W. A. Clough, B. A., 665 Washington St., Boston.

Plumbers, Gasfitters, Steamfitters, and Steamfitters' Helpers No. 276. Johnson Bldg., 1382 Hancock St.; 1st and 3d Tues.; J. F. O'Meara, R. S., Farrington St.

QUINCY — Con.

Plumbers, Steamfitters, and Steamfitters' Helpers No. 238 (Marine). Electa Hall, 1382 Hancock St.; 1st and 3d Fri.; John M. Downes, C. S., 27 Saunders St., N. Weymouth.

Quarry Workers No. 47 (West Quincy). A. O. H. Hall; 1st and 3d Fri.; William I. Martell, F. S., 260 Copeland St., W. Quincy; Dennis Falvey, C. S., Kent St.

Quarry Workers No. 171. Dobbes Hall, Water St.; 2d Fri.; Duncan Finlayson, S., 32 Pearl St.

Steam Engineers No. 79. Clan MacGregor Hall, cor. Franklin and Water Sts.; 2d and 4th Wed.; John L. Fallon, R. S., 201 Common St.

Street and Electric Railway Employees No. 253. Johnson Bldg., 1382 Hancock St.; 2d and 4th Mon.; William H. Gould, Pres., 98 Revere Rd.; Arthur L. Blanchard, S. T., 587 Broad St., E. Weymouth.

Team Drivers No. 306 (General). Italian Hall, 376 Water St.; 1st Tues.; Albert Trotman, S. T., 36 Town Hill St.

Tool Sharpeners No. 1. Clan MacGregor Hall, Water St.; 3d Fri.; Edward H. McGinty, C. S., 11 N. Payne St.; Nicholas Williams, B. A., 107 Common St., W. Quincy.

Randolph.

Boot and Shoe Workers No. 122 (Mixed). Hurley Bldg., Main St.; 2d and 4th Fri.; Minot A. Burrill, B. A., Box 556.

Reading.

Carpenters No. 1391. Lower Lyceum Hall, Haven and Village Sts.; 2d and 4th Tues.; Alfred L. Oliver, R. S., 39 Auburn St.; John G. Cogill, B. A., 27 Glen Ct., Malden.

Letter Carriers: Branch No. 767. George L. Doucetta, S., 15 Warren Av.

Street and Electric Railway Employees No. 249. Lyceum Hall, Haven and Main Sts.; 3d Fri.; Walter M. Cotting, R. S., 45 Crescent St., Wakefield; Alexander Smythe, B. A., 9 High St.

REVERE.

Carpenters No. 246. A. O. H. Hall, Winthrop Av.; Fri.; Joseph F. Callahan, R. S., 68 Eustis St.; Charles H. Morrison, B. A., 16 Pope St., E. Boston.

City Employees No. 715. A. O. H. Hall, Winthrop Av.; 1st and 3d Tues.; William H. Quinlan, R. S., 13 Central Av.

Rockland.

Barbers No. 408. 22 E. Water St.; 4th Mon.; A. D. MacKinnon, S. and B. A., 112 Arlington St.

Boot and Shoe Workers No. 48 (Mixed). Bigelow Bldg.; 2d and 4th Thurs.; John M. Gorman, B. A., Box 104.

Carpenters No. 1531. Phoenix Bldg., Union St.; Wed.; Thomas B. Proffit, R. S., 25 Central St.; C. A. Mitton, B. A., Hingham.

Local Trade Unions.

Rockland — Con.

Letter Carriers: Branch No. 1088. A. L. Fish, S.
Painters, Decorators, and Paperhangers No. 1013.
Wampatuck Club Room, 306 Union St.; 2d
Tues.; George H. Donnelly, F. S. and B. A.,
6 E. Water St.

Rockport.

Granite Cutters: Cape Ann Branch. (See GLOUCESTER.)
Hoisting and Portable Engineers No. 108. Engineers
Hall, 3 Dock Sq.; Wed.; Joseph Newbold, R. S.,
3 Phillips Av., Pigeon Cove.
Letter Carriers: Branch No. 1415. Living Room,
P. O.; Albert S. Parsons, S., 7 Railroad Av.
Paving Cutters No. 53. Temperance Hall, Forest St.;
2d Mon.; Frank A. Peterson, S., 49 Granite St.
Quarry Workers No. 86. Finnish Hall, Forest St.;
2d Wed.; George F. Hodgins, C. S., 27 Granite
St.; Fred W. Suiter, B. A., Barre, Vt.

SALEM.

Bakers and Confectionery Workers No. 277. North
Shore District Council Hall, 71 Washington St.;
1st and 3d Sat.; John D. Hart, R. S. and B. A.,
25 Foster St.
Barbers No. 355. North Shore District Council Hall,
71 Washington St.; 1st Thurs.; Silas N. Lap-
ham, C. F. S. and B. A., 14 Turner St.
Boot and Shoe Cutters No. 84 (U. S. W.). Brown
Block, 195 Washington St.; Fri.; Michael J.
Rafferty, R. S., Beverly; M. F. Meagher, B. A.
Boot and Shoe Workers No. 174 (Mixed). Manning
Blk., 53 Washington St.; 2d and 4th Thurs.;
A. J. Grenier, F. S. and B. A.
Bricklayers, Masons, and Plasterers No. 25. Brick-
layers Hall, 175 Essex St.; Tues.; William Paw-
ley, S., 23 Boardman St.; John P. O'Connell,
B. A., 176½ Essex St.
Building Laborers No. 14. Phoenix Bldg., 41 La-
fayette St.; Mon.; Patrick Welch, R. S., 17
Varney St.; John P. O'Connell, B. A., 176½
Essex St.
Carpenters No. 888. Cate Blk., 71 Washington St.;
Thurs.; C. H. Moore, S. and B. A., 26 Balcomb
St.
Carpenters No. 1210 (French). 71 Washington St.;
Wed.; Ulric Michaud, R. S., 6 Green St.; Louis
E. Dumas, B. A., 45 Congress St.
Carpenters No. 1516 (Mill). C. L. U. Hall, 71 Wash-
ington St.; 2d and 4th Thurs.; Elmer G. Walker,
S., 8 Gifford Ct.; C. H. Moore and Louis E.
Dumas, Bus. Agts.
Edgemakers Independent No. 2. Veteran Firemen's
Hall, Essex St.; Fri.; William J. Carson, F. S.,
44 Bridge St.; John D. Creeden, B. A., Hobart
St., Danvers.
Electrical Workers No. 244 (Telephone Workers).
Odell Bldg., 60 Washington St.; 2d Fri.; Chester
A. Foster, R. S., S. Hamilton.
Electrical Workers No. 259. Manning Blk., 53
Washington St.; 1st and 3d Mon.; W. E. Mitch-
ell, R. S., 27 Vine St.; John P. O'Connell, B. A.,
176½ Essex St.

SALEM — Con.

Horseshoers No. 289. C. L. U. Hall, 71 Washington
St.; 3d Mon.; Patrick J. Judge, C. S., 8 Berry
St., Peabody.
Lasters No. 16 (U. S. W.). 176 Essex St.; Fri.;
Patrick J. Buckley, S. and B. A., 176 Essex St.;
Peter Myonas, R. S., 84 Summer St.
Lathers No. 334 (Wood, Wire, and Metal). Manning
Blk., 53 Washington St.; Tues.; H. H. Williams,
R. S., 19 Riverside St., Danvers; John P. O'Con-
nell, B. A., 176½ Essex St.
Leather Workers No. 88. O'Shea Bldg., Main St., Pea-
body; Fri.; Charles Cooney, S., 96 Washington
St., Peabody.
Letter Carriers: Branch No. 152. W. C. Sanborn, S.
Machinists No. 468. O'Shea Bldg., Main St., Pea-
body; 1st and 3d Tues.; John J. Flood, S.,
1 Watson St.
Moving Picture Machine Operators No. 245. 1st Sun.;
B. A. Reed, C. S., Box 87.
Packing Room Workers No. 32. North Shore (U. S. W.).
176 Essex St.; 2d and 4th Tues.; Mary Seward,
R. S., 25 Brockton St., Peabody; Patrick J.
Buckley, B. A.
Painters, Decorators, and Paperhangers No. 247. C. L.
U. Hall, 71 Washington St.; Wed.; Alexander
Taylor, R. S., 23 Federal St.; J. P. O'Connell,
B. A., 176½ Essex St.
Plumbers No. 138. Dan Donahue Bldg., 176½ Essex
St.; Mon.; Albert F. Teague, R. S., 6 Walnut
Av., Beverly; John P. O'Connell, B. A.
Railroad Building Mechanics, Division No. 2. 206
Bridge St.; 2d Tues.; Stephen W. Francis, R. S.,
248 Washington St.
Railroad Station Employees: Hawthorne Division No. 8.
Odell Hall, 60 Washington St.; 3d Fri.; Albert
E. Barnes, S. T., 4 Winthrop St.
Railroad Trainmen: North Shore Lodge No. 749 (B. &
M. R.R.). 71 Washington St.; 1st Fri. and 3d
Sun.; Fred C. Williams, S., 37 Mason St.; C. H.
Kelley, B. A., 11 Cambridge St.
Railroad Workers: Salem Lodge No. 34. Meet on
call, at various places; 3d Thurs.; Thomas H.
Condon, S. and B. A., 15 Boardman St.
Railway Clerks: Witch City Lodge No. 78. B. & M.
Freight Office; 1st Thurs.; Thomas J. Doyle,
R. S. and B. A., 45 Broad St.
Retail Clerks No. 564. Nathan Straus, S., 31 Charles
St.
Sheet Metal Workers No. 282. C. L. U. Hall, 71 Wash-
ington St.; 2d and 4th Wed.; Ernest B. Withey,
R. S., 18 Cherry St., Danvers; J. P. O'Connell,
B. A., 176½ Essex St.
Shoe Supply Workers No. 69 (U. S. W.). 176 Essex
St.; Thurs.; Patrick J. Buckley, S. and B. A.
Stationary Firemen No. 101. Mercantile Bldg., 221
Essex St.; 1st Wed.; Edward T. Hagerty, C. S.
Steam Engineers No. 93. 221 Essex St.; Wed.;
Estes J. Hatch, Pres. and B. A., 14 Planters St.
Stitchers No. 85 (U. S. W.). 195 Washington St.;
Mon.; Michael F. Meagher, B. A.; Margaret
Doran, R. S.
Stock Fitters No. 29 (U. S. W.). 176 Essex St.;
Thurs.; Henry Lewrie, R. S., 4 Rice St.; Patrick
J. Buckley, B. A.

Local Trade Unions.

SALEM — Con.

Street and Electric Railway Employees No. 246. C. L. U. Hall, 71 Washington St.; 1st and 3d Thurs.; Stuart A. Morgan, F. S., 12 Oak St., Danvers.

Teamsters No. 301. 71 Washington St.; 2d and 4th Tues.; Anson C. Little, F. S., 7 Goldthwaite Pl., Peabody.

Telephone Operators No. 16A. Federal Hall, Federal Bldg.; 2d and 4th Mon.; Miss Ruth O'Donnell, F. S., 16 Phelps St.

Theatrical Stage Employees No. 196. Shoe Workers Hall, 145 Essex St.; 3d Sun.; B. A. Reed, C. S., Box 32, Salem.

Saugus.

Carpenters No. 1197. K. of P. Hall, Central St.; Wed.; Ward Perkins, R. S., 23 Wendell St., E. Saugus; A. W. Clark, B. A., 62 Munroe St., Lynn.

Scituate.

Carpenters No. 1842. Town Hall, Central St., Scituate Centre; 1st and 3d Fri.; Frank Richardson, R. S.; C. A. Mitton, B. A., S. Hingham.

Sharon.

Carpenters No. 966. Workman's Bldg., N. Main St.; 1st Fri.; Benjamin S. Bolles, R. S. and B. A., R. F. D., N. Main St.

Shelburne (SHELburne FALLS).

Blacksmiths: Valley Lodge No. 84 (Shelburne Falls). A. O. U. W. Hall, Main St.; 1st Wed.; Morris L. Thompson, R. S., Box 118, Shelburne Falls; Edward Hais, B. A., Shelburne Falls.

SOMERVILLE.

Carpenters No. 544. Isabella Hall, Cor. Highland Av. and Central St.; Tues.; F. X. P. Quessy, R. S., 33 Trull St., Winter Hill.

City Employees No. 720. Hibernian Hall, Union Sq.; 2d and 4th Fri.; Joseph J. Dennehy, S. T., 320 Lowell St.

Flint Glass Workers No. 120. Hill Bldg., Union Sq.; 1st Wed.; William J. McDonough, Jr., R. S., 20 Prospect St.

Meat Cutters and Butcher Workmen No. 383. (See CAMBRIDGE.)

Painters, Decorators, and Paperhangers No. 937. Independent Hall, Hill Bldg., Union Sq.; 2d and 4th Mon.; J. W. Mullally, R. S., 8 Newman St., N. Cambridge; B. L. Mosher, F. S., 103 Highland Rd.

Plasterers No. 275 (Cambridge and Somerville). Liberty Hall, Union Sq.; 1st and 3d Mon.; Gus M. Anderson, R. and C. S., 355 Lynn St., Malden; John E. Fox, B. A., 1 Benner Av., Malden.

Railway Clerks: Somerville Lodge No. 51. Liberty Hall, Hill Bldg., Union Sq.; 2d Wed.; Charles A. Young, S. T., 164 Broadway.

Southbridge.

Bartenders No. 742. 7 Chapin St.; 1st Sun.; William W. Roycroft, F. and C. S., Hotel Columbia.

Bricklayers, Masons, and Plasterers No. 60. Foresters Hall; 1st Mon.; A. A. Lomain, F. S. and T., 75 Elm St.

Carpenters No. 861. St. Peters Hall, Main St.; Wed.; Louis N. Langevin, S., 33 Charlton St.; Oliver Jonah, B. A., 62 Madison St., Worcester.

Letter Carriers: Branch No. 796. Post Office Bldg.; 1st Mon. after 15th; Patrick J. Breen, S.

Painters, Decorators, and Paperhangers No. 946. Carpenters Hall; Fri.; M. M. Yott, S., 167 Main St.

Plumbers and Steam Fitters No. 678. Carpenters Hall; 1st and 3d Thurs.; John F. Power, S., 38 Pleasant St.

South Framingham. (See FRAMINGHAM.)

Spencer.

Boot and Shoe Workers No. 161 (Mixed). Mechanics Hall, Chestnut St.; last Wed.; Alexander L. Gouin, S., Box 75.

Letter Carriers: Branch No. 1297. H. E. Lanagan, S.

SPRINGFIELD.

Asbestos Workers No. 43. (See *Insulators and Asbestos Workers No. 43.*)

Bakers No. 32. C. L. U. Hall, 19 Sanford St.; 1st and 3d Sat.; G. Sherman, C. S., 542 Union St.; August Wagner, B. A., 39 Pendleton Av.

Bakers No. 404 (Hebrew). Socialist Hall, 150 Bridge St.; 2d Fri.; Meyer Levin, S. and B. A., 56 Linden St.

Barbers No. 30. C. L. U. Hall, 19 Sanford St.; 1st and 3d Thurs.; Harry C. Niebuhr, S. and B. A., 35 Pearl Pl.

Bartenders No. 67. C. L. U. Hall, 19 Sanford St.; 2d Sun.; Edmond Raleigh, B. A., Box 893.

Bill Posters and Billers No. 15. Moose Hall, 19 Lyman St.; 2d Sun.; Merle E. Willis, S. T., 69 Union St.; David Roberts, Adv. Agt., Plaza Theatre.

Blacksmiths and Helpers No. 181. Moose Hall, 19 Lyman St.; 2d and 4th Thurs.; James B. Longwell, R. S. and B. A., 14 Vinton St.

Bottlers and Drivers No. 143. C. L. U. Hall, 19 Sanford St.; 2d Sun.; Hugh F. Bowen, S., 124 Greene St.

Brass Molders No. 381. (See *Molders No. 381, Brass.*)

Brewery Workers No. 99. C. L. U. Hall, 19 Sanford St.; 1st and 3d Sun.; William McSweeney, S., 78 Maynard St.

Bricklayers, Masons, and Plasterers No. 1. C. L. U. Hall, 19 Sanford St.; Tues.; Thomas M. Collins, Jr., F. S. and B. A., 520 Armory St.

Building Laborers No. 1. L. Granuldi, S., 18 Bank Pl.

Building Laborers No. 46. C. L. U. Hall, 19 Sanford St.; 1st and 3d Wed.; Florence Driscoll, S., 178 Liberty St.; David Consolati, B. A.

Button Workers No. 7548. Waiters Hall, 22 E. Court St.; 1st Tues.; James J. Meaney, R. S., 158 Walnut St.; William J. Murphy, B. A.

Local Trade Unions.

SPRINGFIELD — Con.

Carpenters No. 96 (French). C. L. U. Hall, 19 Sanford St.; Thurs.; Frederic Dalpe, R. S., 19 Massasoit Pl.; Thomas McCarroll, B. A., 845 Worthington St.

Carpenters No. 177. C. L. U. Hall, 19 Sanford St.; Fri.; P. J. Garvey, R. S., 6 Harriet St.; Thomas McCarroll, B. A., 845 Worthington St.

Carpenters No. 1105 (Mill). C. L. U. Hall, 19 Sanford St.; 1st and 3d Wed.; William Lindsay, R. S., 909A State St.; Thomas McCarroll, B. A., 845 Worthington St.

Chauvfeurs No. 521. 19 Sanford St.; Tues.; Justin L. Buddington, S.

Cigar Makers No. 49. C. L. U. Hall, 19 Sanford St.; Mon.; W. J. Murphy, R. S. and B. A.

Coal Teamsters and Helpers No. 184. C. L. U. Hall, 19 Sanford St.; 2d and 4th Wed.; Patrick Houlihan, R. S., 59 Cass St.; John Hurley, B. A., 288 Chestnut St.

Commercial Telegraphers No. 25. (See *Telegraphers No. 25, Commercial*.)

Cooks and Waiters No. 873. Cooks and Waiters Hall, 22 E. Court St.; 1st and 3d Wed.; Charles E. Sands, S. T. and B. A.

Drop and Machine Forgers, Die Sinkers, and Trimmer Makers No. 1. C. L. U. Hall, 19 Sanford St.; 2d and 4th Fri.; Richard F. Barry, F. S., 11 Gordon St.

Electrical Workers No. 7. Moose Hall, 19 Lyman St.; Mon.; John A. Beauchemin, S. T. and B. A., 21 Sanford St.

Electrical Workers No. 160 (Telephone Workers). Moose Hall, 19 Lyman St.; 2d and 4th Tues.; J. Maodougall, S., 259 Maple St., Holyoke.

Electrotypers No. 44. C. L. U. Hall, 19 Sanford St.; 1st Thurs.; Louis C. Deroose, S., 53 Fremont St.

Elevator Constructors No. 41. Cooks and Waiters Hall, 22 E. Court St.; 1st and 3d Mon.; J. E. Johnson, R. S., 29 Woodside Ter.

Fibrelaid Workers No. 14940. Rientord Hall, 150 Main St., Indian Orchard; 1st and 3d Tues.; Signor Herne, Pres., 11 Crest St.

Garment Workers No. 144. Cooks and Waiters Hall, 22 E. Court St.; 1st and 3d Mon.; Charles H. Arens, R. S., 25 Glendell Ter.

Grain and Mason Supply Handlers No. 215. C. L. U. Hall, 19 Sanford St.; 1st Wed.; Harry Tease, S. T., 701 Liberty St.; Dennis W. Kenney, R. S., 71 Ashley St.

Granite Cutters. (See *HOLYOKE*.)

Hoisting and Portable Engineers No. 88. C. L. U. Hall, 19 Sanford St.; 1st and 3d Fri.; Edward White, R. S., 53 Bradford St.; A. L. Fish, B. A., 46 Belle Av., W. Springfield.

Insulators and Asbestos Workers No. 43. M. J. Malvihill, S., 32 Chestnut St., Holyoke.

Horsehoers No. 18. C. L. U. Hall, 19 Sanford St.; 2d and 4th Wed.; Daniel Herlihy, Pres., 1373 North St.; James Hane, R. S., 60 Liberty St.

Lathers No. 25 (Wood, Wire and Metal). C. L. U. Hall, 19 Sanford St.; 1st and 3d Mon.; Joseph Hope, S., 22 Margaret St.; Louis Moquin, B. A., 690 Worthington St.

SPRINGFIELD — Con.

Letter Carriers: Branch No. 46. At call; James Kelliher, S., 44 Murray Hill Av.

Lithographers Protective and Beneficial No. 21. Cooks and Waiters Hall, 22 E. Court St.; 2d and 4th Fri.; George H. Decker, Pres., 161 Oak Grove Av.

Locomotive Engineers No. 63. Unity Hall, 535½ Main St.; 1st and 3d Sun.; Charles E. Cooley, S. T., 40 Fairview Av., W. Springfield.

Locomotive Firemen and Enginemen: Hampden Lodge No. 307. Odd Fellows Bldg., Pynchon St.; 1st Tues. and 3d Sun.; Albert E. James, R. S. and Local Ch., 70 Alderman St.

Locomotive Firemen and Enginemen: Home City Lodge No. 793. Myrick Bldg., 29 Worthington St.; 2d Sun. and 4th Fri.; D. T. Barnfather, R. S. and B. A., Suffield St., Agawam.

Machinists No. 214. Machinists Hall, 257 Main St.; Thurs.; William Murphy, F. S. and B. A.

Machinists No. 487, Railroad. C. L. U. Hall, 19 Sanford St.; 2d and 4th Fri.; Harold D. Davis, F. S., 290 Franklin St.; George H. French, B. A., 22 Orleans St.

Machinists: Arsenal Lodge No. 619. Machinists Hall, 257 Main St.; Wed.; Patrick J. Phelan, F. S., 25 Alderman St.

Machinists No. 638. (See *Toolmakers*.)

Machinists No. 725 (B. & A. R.R.). 217 Union St.; 2d and 4th Wed.; James B. Murray, S. T., 71 Boulevard, Mittenessague.

Maintenance of Way Employees: B. & B. Department (B. & A. R.R.). C. L. U. Hall, 19 Sanford St.; on call of Pres.; A. C. Smith, S., 1417 Broadway, Rensselaer, N. Y.

Maintenance of Way Employees No. 101. Harmony Hall, Myrick Bldg., Worthington St.; 1st Sat.; M. J. Fitzgerald, S. T., 29 Irving St., W. Springfield; William Reardon, B. A., 314 Liberty St.

Maintenance of Way Employees: Home City Lodge No. 809. J. F. O'Connell, S., Chatham Centre, N. Y.

Meat Cutters and Butcher Workmen No. 557 (Sausage Makers). Springfield, C. L. U. Hall, 19 Sanford St.; 1st Tues.; Chicopee, Polish Nat'l Hall, Centre and Cabot Sts.; 3d Tues.; Joseph J. Nihill, R. S., 43 John St.

Metal Polishers, Buffers, Platers and Brass Workers No. 30. C. L. U. Hall, 19 Sanford St.; 2d and 4th Fri.; P. J. Sullivan, F. S. T., 138 Greenwood St.

Molders No. 381 (Brass). C. L. U. Hall, 19 Sanford St.; 1st and 3d Tues.; John J. Kaveney, C. R., 66 Carew St.; James A. Loveday, B. A., 763 Asylum St., Hartford, Conn.

Molders No. 187 (Iron). C. L. U. Hall, 19 Sanford St.; 1st and 3d Fri.; Samuel Scott, C. R., Fairview Av., Chicopee; James A. Loveday, B. A., 763 Asylum St., Hartford, Conn.

Moving Picture Machine Operators No. 188. M. P. M. O. Room, 231 Main St.; 2d and 4th Sun.; W. A. Lewis, S., Box 835; John F. Gatelee, B. A., 231 Main St.

Musicians Protective No. 171 (Hampden County). Union Headquarters, 77 Worthington St.; 2d Sun.; Edwin H. Lyman, S. and B. A., 79 Leete St.

Local Trade Unions.

SPRINGFIELD — Con.

Painters, Decorators and Paperhangers No. 257. C. L. U. Hall, 19 Sanford St.; Wed.; J. Paul Bigelow, R. S., 52 Harvey St.; P. H. Trigga, B. A., 7 Atwood Pl.

Pattern Makers Association. 51 Market St.; Thurs.; Charles R. Cooke, B. A.

Photo Engravers No. 57. C. L. U. Hall, 19 Sanford St.; 2d Tues.; William A. Quigley, S. T., 20 Dunmoreland Av.

Plumbers No. 89. C. L. U. Hall, 19 Sanford St.; Mon.; Harry Hull, R. S., 56 Courtland St.; M. Joseph Scanlan, F. S. and B. A.

Printing Pressmen and Assistants No. 85. C. L. U. Hall, 19 Sanford St.; 3d Thurs.; George W. Agambar, S. T. and B. A., Box 163, W. Springfield.

Prompters No. 538 (Musicians). Apollo Hall, 571 Main St.; 2d Sun.; Edward F. Connolly, S. T., 94 Dwight St.

Railroad Station Employees Division No. 34 (B. & A. R.R.). A. O. H. Hall, 347 Worthington St.; 1st and 3d Tues.; M. J. McCarthy, Pres., 71 Elm St., W. Springfield.

Railroad Telegraphers No. 38. Harmony Hall, Myrick Bldg., 29 Worthington St.; 3d Sat.; Martin J. Walsh, S. T., 15 Moseley Av., Merrick.

Railroad Trainmen: City of Homes Lodge No. 622. Harmony Hall, 29 Worthington St.; 2d and 4th Sun.; P. E. Clark, S., 32B Bradford St.

Railroad Workers: Hampden Lodge No. 114 (B. & M. R.R.). Hibernian Hall, 349 Worthington St.; George F. Bosworth, Pres. and B. A., 15 Newbury St.

Railway Carmen: City of Homes Lodge No. 554. C. L. U. Hall, 19 Sanford St.; 2d Fri.; John T. Sullivan, F. S., 53 Belle Av., Merrick; Lewis Wadhams, R. S. and B. A., 79 N. Main St.

Railway Carmen No. 576: Springfield's Hops. A. B. O'Lander, S., Feeding Hills.

Railway Clerks No. 150. A. O. H. Hall, 349 Worthington St.; 3d Thurs.; F. J. Lacoulin, Pres., 59 Portland St.; F. E. Dugan, S. T. and B. A., 214 N. Main St.

Railway Clerks No. 559: Hampden Lodge. William J. Hart, S., 1106 State St.

Railway Clerks No. 583: Connecticut Valley Lodge. Harmony Hall, 29 Worthington St.; 1st Wed.; C. J. Crean, Pres., 4 Miller Av., Holyoke; John H. Brownlee, F. S., 157 Massachusetts St.

Railway Conductors No. 193 (B. & M., B. & A., N. Y., N. H. & H. R.R.). Harmony Hall, 29 Worthington St.; 1st and 3d Sun.; A. E. McGirr, S. T., 454 Union St.; M. F. Walsh, B. A. (B. & A. R.R.) 26 Fairview Av., Merrick; George C. Hammond, B. A. (B. & M. R.R.), 164 West Wyoming Av., Melrose; W. R. Davis, B. A. (N. Y., N. H. & H. R.R.), 483 Bay St.

Roofers No. 42, Slate and Tile (Springfield, Holyoke, and Vicinity). Carpenters Hall, 437 High St., Holyoke and C. L. U. Hall, 19 Sanford St., Springfield; 1st and 3d Tues.; Joseph J. Cain, S., 74 Newton St., Holyoke; George H. Lane, B. A., 437 High St., Holyoke.

SPRINGFIELD — Con.

School House Custodians No. 13152. C. L. U. Hall, 19 Sanford St.; 1st Mon.; Maurice W. Landers, S., 37 Belmont Av.

Sheet Metal Workers No. 27. C. L. U. Hall, 19 Sanford St.; 2d and 4th Thurs.; Charles F. Blood, R. and C. S., 153 High St.

Sheet Metal Workers No. 400 (Coppersmiths). Socialist Hall, 150 Bridge St.; 1st and 3d Mon.; Edward W. Tolman, R. S., 87 Bowles St.

Shovelers No. 47. Temple Hall, 680 Main St.; 1st and 3d Wed.; William G. Lodi, B. A., 50 Genesee St.

Steam and Operating Engineers No. 602. J. J. Fitzgerald, S., 60 Pasow St., Indian Orchard.

Steamfitters and Helpers No. 603. C. L. U. Hall, 19 Sanford St.; Mon.; Frank B. Ramedell, F. S., 82 Bloomfield St.; M. Joseph Scanlan, B. A.

Stereotypers No. 121. C. L. U. Hall, 19 Sanford St.; 2d Tues.; Joseph F. Darby, S. and B. A., R. F. D. No. 1.

Stone Cutters. C. L. U. Hall, 19 Sanford St.; 1st and 3d Thurs.; Daniel J. Russell, S. T., 180 E. Dwight St., Holyoke; George Lane, B. A., 437 High St., Holyoke.

Street and Electric Railway Employees No. 448. C. L. U. Hall, 19 Sanford St.; 2d Tues.; M. J. Hennessey, B. A., Rm. 418, Third Nat. Bank Bldg.

Switchmen: Bay State Lodge No. 75. 118 Plainfield St.; 1st Wed.; E. T. Clark, S. T.

Tailors No. 26. C. L. U. Hall, 19 Sanford St.; 1st and 3d Tues.; P. B. McCabe, R. S., 133 Patton St.; Otto Ibscher, B. A., 22 Goodrich St.

Teamsters No. 181. C. L. U. Hall, 19 Sanford St.; 2d and 4th Wed.; Isaac M. Pease, R. S., Sylvester St.

Telegraphers No. 25, Commercial. Cooley Hotel; at call of Ch.; Asa B. Lueman, S. T., care of Springfield Daily News; Guy K. Browning, Pres. and B. A., Springfield Daily News.

Telephone Operators No. 5A. A. O. H. Hall, 347 Worthington St.; 2d and 4th Mon.; Miss Mary R. Quinn, Pres., 22 Granville St.

Theatrical Stage Employees No. 53. C. L. U. Hall, 19 Sanford St.; 3d Sun.; John L. Dickinson, S., Box 275; P. F. Malone, B. A., Gilmore Theatre.

Tobacco Strippers No. 2608. A. O. H. Hall, 347 Worthington St.; 4th Wed.; Miss Anna Goda, F. S., 21 Moreland Av., William Murphy, B. A., 19 Sanford St.

Toolmakers No. 682. Machinists Hall, 257 Main St.; Fri.; George Nye, F. S., 19 Wilbraham Av.

Typographical No. 216. C. L. U. Hall, 19 Sanford St.; 4th Sun.; Arthur F. Hardwick, S. T., 45 Adams St.

Waitresses No. 416. C. L. U. Hall, 19 Sanford St.; 1st and 3d Tues.; Miss Anna F. O'Connell, S., 107 Spring St.; Miss Nellie A. Eaton, B. A., 59 N. Main St.

Wine Clerks No. 868 (Wholesale). C. L. U. Hall, 19 Sanford St.; 2d and 4th Sun.; Neri Beasley, F. S. and B. A., 103 Garden St., W. Springfield.

Local Trade Unions.

SPRINGFIELD — Con.

Wire Weavers Benevolent and Protective Association: Eastern Division. L'Union Canadienne Hall, Chicopee; 2d Fri.; Fred C. Blair, C. and R. S., 104 Grover St.; Charles C. Bradley, B. A., 987 Halsey St., Brooklyn, N. Y.

Stoneham.

Boot and Shoe Workers No. 11 (Mixed). Spanish War Veterans Hall, Main St.; 2d and 4th Thurs.; Leonard H. Hoyt, Pres. and B. A., 1 Maple St.
Carpenters No. 1463. Spanish War Veterans Hall, Main St.; 1st and 3d Fri.; Robert A. McKeil, R. S., 17 Everett St.; John G. Cogill, B. A., 27 Glen Ct., Malden.
Cutting Die and Cutter Makers No. 306. Spanish War Veterans Hall, Main St.; 1st Thurs.; Percy R. Gard, S., 27 Wright St.
Metropolitan Park Employees No. 100. (See Boxboro.)

Stoughton.

Boot and Shoe Workers No. 259 (Mixed). Foresters Hall; 2d and 4th Tues.; George F. Clark, F. and C. S., 91 Porter St.
Carpenters No. 1063. Carpenters Hall, 46 Wyman St.; Wed.; F. O. Fowler, R. S., 155 Porter St.; Benjamin S. Bolles, B. A., Box 83, R. F. D., Route 2, Sharon.
Letter Carriers: Branch No. 1400. Usually in Post Office; William L. Dwyer, S., 53 Seaver St.

Swampscott.

Retail Clerks No. 247. Town Hall; 1st and last Tues.; Charles J. Oliver, F. S. and B. A., 48 King St.

TAUNTON.

Bakers No. 54. C. L. U. Hall, 19 Broadway; 2d and 4th Sat.; Thomas J. Megan, R. and C. S., 9 Grove St.; Philip M. Zoeggele, B. A., Fern St.
Barbers No. 345. C. L. U. Hall, 19 Broadway; 2d Thurs.; Abram S. Morse, C. and F. S., 41 Co-hannet St.
Bartenders No. 84. Bartenders Hall, Jones Blk.; 1st Sun.; William H. Phippe, F. S. and B. A., 34 Shores St.
Boot and Shoe Workers No. 296 (Shoe Repairers). C. L. U. Hall, 19 Broadway; 3d Sun.; M. F. Fitagibbons, S. T., 23 High St.
Bricklayers, Masons, and Plasterers No. 13. Hibernian Hall, 16 Weir St.; 2d and 4th Wed.; Callaghan McCarthy, R. and C. S., 254 Washington St.; George Lahar, B. A., 103 W. Britannia St.
Carpenters No. 1035. Jones Blk., Broadway; Mon.; Alfred E. Shaw, R. S., 82 Washington St.
Carpenters No. 1457. St. Jean Baptiste Hall, 13 Whittenton St.; Fri.; George A. Grenier, R. S., 28 Madison St.
Cigar Makers No. 326. C. L. U. Hall, 19 Broadway; 4th Thurs.; Daniel J. Kervick, F. S., 54 Weir St.

TAUNTON — Con.

City Employees No. 325. 25 Broadway; 2d and 4th Thurs.; William E. Cotter, S., 65 Oak St.; M. Frank Flood, B. A., 122 Weir St.
Cloth Folders No. 661. C. L. U. Hall, 19 Broadway; 2d Mon.; William A. Garvey, S., 564 Somerset Av.; Thomas F. McMahon, B. A., 762 Atwell Av., Providence, R. I.
Crucible Workers No. 15112. Staples Blk.; 2d and 4th Tues.; William Marrior, R. S., 31 Godfrey St.
Electrical Workers No. 235 (Mixed). Bartenders Hall, Broadway; 1st and 3d Fri.; Ralph E. Nightingale, R. S., Y. M. C. A.; George Lahar, B. A., 103 W. Britannia St.
Foundry Employees No. 29. Foresters Hall, Weir Village; 1st and 3d Thurs.; Floyd E. Gorton, F. S., 74 Plain St.
Jewelry and Pearl Workers No. 15287. C. L. U. Hall, 19 Broadway; 1st and 3d Wed.; Nathan C. Godfrey, R. S., 39 Myrtle St.
Letter Carriers: Branch No. 711. Monday following the 16th; John J. Mahan, S., 57 Summer St.
Locomotive Firemen and Enginemen No. 474. Elks Hall, Weir and Main Sts.; 1st and 2d Sun.; E. H. Williams, R. S. and B. A., 21 General Cobb St.
Loomfitters No. 36. Pine Hill Club Room; 4th Thurs.; William Mitchell, F. S. and B. A., 90 School St.
Machinists No. 489. Carpenters Hall, 7 Broadway; 2d Thurs.; Thomas P. Moran, F. S., 138 Oak St.; William McAdams, C. S., 118 Winthrop St.
Machinists No. 714. C. L. U. Hall, Jones Blk., 19 Broadway; 1st and 3d Fri.; Patrick F. Devers, R. S., 21 Presbrey Av.
Metal Polishers, Buffers, Platers, Brass, and Silver Workers No. 154. C. L. U. Hall, Jones Blk., 19 Broadway; 2d Fri.; George Gallagher, S. T. and B. A., 20 Godfrey St.
Molders No. 39. Good Samaritan Hall, Main and Weir Sts.; 1st and 3d Fri.; Edward F. Kennedy, C. R., 28 White St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
Mule Spinners No. 12. C. L. U. Hall, 19 Broadway; 2d Sat.; Daniel J. Minahan, S. T. and B. A., 246 Washington St.
Musicians No. 251. A. O. H. Hall, 19 Weir St.; 2d Sun.; Patrick J. Edgar, S. and B. A., 126 Broadway.
Oil Cloth Workers No. 983 (U. T. W.). Bartenders Hall, 19 Broadway; William A. Smith, F. S., 87 Oak St.
Painters, Decorators and Paperhangers No. 574. A. O. H. Hall, 19 Weir St.; 1st and 3d Fri.; John W. Reilly, R. S., 32 Purchase St.
Pattern Makers Association. Odd Fellows Bldg., Court St.; 2d Wed.; Frederick M. Chase, S., 1 Fairview Av.; N. B. Bucklin, B. A., 98 Weybosset St., Providence, R. I.
Plumbers, Gasfitters, Steamfitters and Helpers No. 626. C. L. U. Hall, 19 Broadway; 1st and 3d Wed.; Harry McVay, R. S., 21 Sheridan St.; George D. Lahar, B. A., 103 W. Britannia St.

Local Trade Unions.

TAUNTON — Con.

- Railroad Trainmen: Old Colony Lodge No. 70.* Odd Fellows Hall, Court St.; 1st and 3d Sun.; James E. Morrissey, S., 89 Oak St.; Alfred J. Gadway, B. A., 9 Agricultural Av.
- Retail Clerks No. 516.* C. L. U. Hall, 19 Broadway; 29th of the month; Frank A. Paull, S. T. and B. A., 12 E. Whittenton St.
- Retail Clerks No. 848.* C. L. U. Hall, 19 Broadway; 2d and 4th Wed.; William F. Moore, C. and F. S., 9 Warren St.
- Silver Workers No. 155.* Foresters Hall, Bay St.; 2d and 4th Mon.; Henry L. Asselin, R. S., 22 Cottage St.
- Stationary Firemen No. 305.* A. O. H. Hall, 19 Weir St.; 1st and 3d Sun.; James Gilman, S., 200 Somerset Av.
- Steam Engineers No. 488.* Engineers Hall, 19 Broadway; 2d Thurs.; Andrew F. Dunbar, S., 138 School St.
- Stone Workers and Range Workers No. 40.* Foresters Hall, W. Water St.; 2d Wed.; E. F. Leonard; S., 1 W. Water St.
- Stone Mounters No. 95.* Staples Hall, W. Water St.; 4th Mon.; Charles D. Babbitt, R. S., 225 Somerset Av.
- Street and Electric Railway Employees No. 245.* C. L. U. Hall, 19 Broadway; 3d Mon.; Frank E. Lunney, R. S., 113 Winthrop St.
- Teamsters and Chauffeurs No. 78.* C. L. U. Hall, 19 Broadway; 2d and 4th Sun.; Wm. L. Toner, S., 2 Couch St.
- Theatrical Stage Employees No. 561.* Odd Fellows Hall, Court St.; 1st Sun.; George E. Jennings, C. S., 4 Pine St.; Lawrence J. Colriak, B. A., 32 Wales St.
- Typographical No. 319.* C. L. U. Hall, 19 Broadway; 1st Mon.; William H. Carr, S. T., 22 Briggs St.; J. F. Fitzgerald, B. A., 25 Briggs St.

Townsend.

- Coopers No. 96 (Soft Wood).* Engine Hall, Elm St.; 1st and 3d Thurs.; H. L. Spofford, C. S., Box 148.
- Granite Cutters (W. Townsend).* Firemen's Hall, Main St.; John Macdonald, Dist. Officer, Townsend.
- Quarry Workers No. 184 (West Townsend).* Engine Room; 1st of the month; Warren E. Elliott, S., West Townsend.

Turners Falls. (See MONTAGUE.)

Uxbridge.

- Carpenters No. 864.* F. H. Paddock, R. S., Uxbridge.
- Street and Electric Railway Employees No. 28.* (See WORCESTER.)

Wakefield.

- Carpenters No. 862.* Flanly Hall, Main St.; 2d and 4th Thurs.; G. B. Moore, R. S., 7 Pitman Av., Greenwood; John G. Cogill, B. A., 27 Glen Ct., Malden.

Wakefield — Con.

- Iron Molders No. 70.* A. O. H. Hall, Albion and Main Sts.; 3d Fri.; Daniel Sullivan, C. R., 23 Lake St.; William John, B. A., 665 Washington St., Boston.
- Letter Carriers: Branch No. 341.* Living Room, P. O.; on call; William E. Packard, S.
- Plumbers, Gasfitters, Steamfitters and Steamfitters' Helpers No. 550.* Spanish War Veterans Hall, Main St.; 2d and 4th Tues.; M. M. Edson, R. S., 37 Pleasant St.
- Shoe Workers No. 78 (Mixed) (U. S. W.).* A. O. H. Hall, Albion and Main Sts.; 1st and 3d Mon.; James J. Devlin, R. S., 4 Herbert St.; William H. Watson, B. A., Lynn.
- Street and Electric Railway Employees No. 249.* (See READING.)
- Teamsters, Chauffeurs, and Helpers No. 462.* A. O. H. Hall, Albion and Main Sts.; 1st Wed.; Norman A. Orde, T., 14 Auburn St.
- Turn Workers No. 5 (S. W. P.).* Kingman Bldg., Albion and Main Sts.; 2d and 4th Thurs.; S. J. Pothier, S., 47 Locust St., Haverhill; John F. Bowen, B. A.

Walpole.

- Carpenters No. 1479.* Odd Fellows Hall, Main St.; 1st and 3d Wed.; Fred L. Rhoads, R. S., Box 175; George N. Brooks, B. A., 459 Washington St., Norwood.

WALTHAM.

- Barbers No. 711.* Painters Hall, 717 Main St.; 1st Wed.; John F. Shea, S. and B. A., 4 Pine St.
- Bricklayers, Masons, and Plasterers No. 15.* Eagle Bldg., Main St.; Tues.; James Hannafy, C. S. and B. A., 219 School St.
- Carpenters No. 540.* Carpenters Hall, Moody and Crescent Sts.; Wed.; Archie G. Henry, R. S., Box 110; L. H. Johnson, B. A., 251 Washington St., Newton.
- City Employees No. 955.* Monumental Hall, 846 Main St.; 2d and 4th Wed.; M. B. Vahey, R. S., 135 Charles St.
- Coal Teamsters and Helpers No. 388.* Pequossette Hall, Galen St., Watertown; 1st and 3d Mon.; Patrick T. Hughes, S. T. and B. A., 41 Paul St., Watertown.
- Cotton Mule Spinners.* A. O. H. Hall, 710 Main St.; 2d Fri.; Charles Ryberg, S., 422 Moody St.
- Iron Molders No. 102.* A. O. H. Hall, 710 Main St.; 2d and 4th Tues.; William J. Toohy, C. R., 1 Church St.; William John, B. A., 665 Washington St., Boston.
- Lathers No. 142.* Monument Hall, Main St.; 1st and 3d Tues.; John J. Greeley, S., 476 Main St.; Thomas J. Duddy, B. A., Newton St.
- Letter Carriers: Branch No. 217.* A. O. H. Hall, 710 Main St.; 2d Sat.; George F. Beckwith, S. and B. A.
- Machinists: Norumbega Lodge No. 465.* A. O. H. Hall, 710 Main St.; 2d Mon.; M. H. Nethercote, R. S., 3 Grant Pl.

Local Trade Unions.

WALTHAM — Con.

Painters, Decorators, and Paperhangers No. 884. Painters Hall, 714 Main St.; 1st and 3d Mon.; Edwin E. Burrill, R. S., 75 Dale St.; John J. Fitzhenry, B. A.

Plumbers No. 229. Monument Hall, Main St.; 1st and 3d Thurs.; William J. O'Neil, R. S., 108 Prospect St.

Street and Electric Railway Employees No. 600. A. O. H. Hall, 710 Main St.; 1st Fri.; Francis H. Burbank, F. S. and T., 245 Auburn St., Auburndale; William T. Egan, B. A., 4 East St., Natick.

Theatrical Stage Employees No. 605. Painters Hall, Main St.; 3d Sun.; C. P. Miller, S. T., 90 Cherry St.; Frank J. Campbell, B. A., 235 Brown St.

Typographical No. 259. 621 Main St.; 1st Mon.; A. L. Moody, S.

Ware.

Barenders No. 125. Eagle Hall, Main St.; 1st Sun.; Louis A. Strack, R. S. and T., Gilbertville Rd.

Carpenters No. 1630. Union Hall, 68 Main St.; 1st and 3d Thurs.; A. M. Ramsdell, R. S., 30 Prospect St.; A. J. Bonnoyer, B. A.

Letter Carriers: Branch No. 1067. Living Room, P. O.; 1st Mon.; D. P. Griffin, S.

Wareham.

Carpenters No. 1579. K. of P. Hall, 545 Onset Av., Onset; last Mon.; George L. Quinn, F. S., Box 211, Onset; A. L. Little, B. A., Marion.

Folders No. 822 (East Wareham). Secretary's Home, E. Wareham; 1st Tues.; John J. Luby, S., Box 1274, E. Wareham; Thomas F. McMahon, B. A., 494 Atwell Av., Providence, R. I.

Watertown.

Coal Teamsters and Helpers No. 328. (See WALTHAM.)

Iron Molders No. 179. Pequossette Hall, Galen St.; 3d Thurs.; O. S. McLellan, C. R., Oak St., Greenwood; William John, B. A., 665 Washington St., Boston.

Machinists: Arsenal Lodge No. 150. Essex Hall, 40 Prospect St., Cambridge; 2d and 4th Mon.; Joseph P. Larkin, R. S., 215 Arsenal St.

Metal Polishers, Buffers, and Platers No. 60. Union Market Hotel, Walnut St.; 1st Thurs.; T. Robert Quinlan, F. and R. S., 46 West St., Needham Heights.

Stone Mounters and Range Workers No. 41. G. A. R. Hall; 4th Thurs.; Thomas Timmons, S. and B. A., 4 Walnut St.

Town Employees No. 807. Pequossette Hall, Galen St.; 4th Thurs.; Walter J. Chamberlain, Pres., 30 Union St.

Webster.

Barbers No. 358. B. and S. W. Hall, 56 Main St.; last Thurs.; Ernest J. Todd, S. and B. A., 107 Main St.

Boot and Shoe Workers No. 278 (Mixed). 56 Main

Webster — Con.

St.; 1st and 3d Thurs.; John H. Ryan, B. A., Box 72.

Letter Carriers: Branch No. 831. Oscar Klebart, S. Painters, Decorators, and Paperhangers No. 395. Sigel Hall, 36 High St.; 1st Wed.; John Fiddes, R. S., 21 Whitcomb St.

Wellesley.

Painters, Decorators and Paperhangers No. 916. (See NATICK.)

Town Employees No. 833. Town Employees Hall, Forest St.; 2d and 4th Wed.; John McLellan, R. S. and B. A., 435 Worcester St., Wellesley Hills.

Westborough.

Carpenters No. 1459. A. O. H. Hall, Main St.; 2d and 4th Fri.; Robert L. DeArmond, R. S., 6 Whitney St.

Painters, Decorators, and Paperhangers No. 614. A. O. H. Hall, Main St.; 2d and 4th Thurs.; Nils C. Lundberg, F. S., R. F. D. No. 2.

Westfield.

Barbers No. 33. C. L. U. Hall, 112 Elm St.; 4th Tues.; J. C. Cleary, S. and B. A., 26 Union St.

Barenders No. 88. C. L. U. Hall, 112 Elm St.; 1st Sun.; William H. Dineen, S., 11 Kellogg St.

Blacksmiths No. 194. C. L. U. Hall, 112 Elm St.; 2d and 4th Thurs.; J. H. Clark, R. S., 20 Arnold St.

Boot and Shoe Workers No. 135 (Shoe Repairers). C. L. U. Hall, 112 Elm St.; 4th Mon.; William Arnold, S. T., Granville Rd.

Bricklayers, Masons and Plasterers No. 24. Foresters Hall, School St.; 1st and 3d Wed.; Francis J. MacKay, C. S. and B. A., 5 White St.

Carpenters No. 222. C. L. U. Hall, 112 Elm St.; 1st and 3d Tues.; E. L. Dickinson, R. S., 20 Arnold St.; Thomas McCarroll, B. A., 845 Worthington St., Springfield.

Cigar Makers No. 28. C. L. U. Hall, 112 Elm St.; 2d Mon.; S. J. T. Wall, F. S., Box 102.

Federal Labor No. 14967 (Foundry Laborers). C. L. U. Hall, 112 Elm St.; 2d and 4th Sun.; Leonardo Rodrigues, F. S., Grant St.

Iron Molders No. 95. C. L. U. Hall, 112 Elm St.; 1st and 3d Wed.; Terence Campbell, C. R., 7 Jefferson Av.

Letter Carriers: Branch No. 128. Fraternity Hall, 80 Elm St.; Harry S. Maschin, S. T. and B. A., 12 Paper St.

Lithographers No. 81. (See SPRINGFIELD.)

Machinists No. 704. C. L. U. Hall, 112 Elm St.; 1st and 3d Fri. and 2d and 4th Sat.; Joseph U. Cusson, F. S., 8 Yale St.; William Murphy, B. A., 257 Main St., Springfield.

Metal Polishers, Buffers and Platers No. 80. C. L. U. Hall, 112 Elm St.; 1st Fri.; E. R. Stratton, R. S., 10 Sterling St.

Musicians Protective No. 91. C. L. U. Hall, 112 Elm St.; 1st Sun. in Jan., Apr., July, Oct., and Dec.; Philip S. Chadwick, R. S. and B. A., 15 Holland Av.

Local Trade Unions.

Westfield — Con.

Pattern Makers Association. C. L. U. Hall, 112 Elm St., last Friday; J. Rooney, S., Orange St. and Sibley Av.

Painters, Decorators, and Paperhangers No. 280. C. L. U. Hall, 112 Elm St.; 2d and 4th Wed.; F. A. Bailey, R. S., 28 Bush St.; George E. Calkins, B. A., 7 Sibley Av.

Plumbers No. 607. C. L. U. Hall, 112 Elm St.; 2d Fri.; Milton F. Gardner, R. S., 12 Pleasant St.

Railroad Trainmen: Woronoco Lodge No. 335. A. O. H. Hall, 340 Elm St.; 2d Wed. and 4th Sun.; George F. Kelley, S. and B. A., 5 Carpenter Av.

Retail Clerks No. 176. C. L. U. Hall, 112 Elm St.; 2d Tues.; James M. Rose, F. S., 32 Washington St.

Teamsters No. 349, Coal. C. L. U. Hall, 112 Elm St.; 3d Mon.; Allen H. Smith, S. T., 8½ Shepherd St.

Westford.

Granite Cutters: Graniteville Branch. At Secretary's House; Wed. on or after the 15th; A. C. Wentworth, F. S. and T., Box 5, Graniteville.

West Springfield.

Locomotive Firemen and Enginemen No. 585. Grange Hall, Garden St.; 1st and 3d Sun.; A. H. Remington, R. S., 294 Park St.

Paper Makers No. 14 (Mittineague). A. O. H. Hall, Front St.; 2d and 4th Sun.; M. J. O'Connell, R. S., Box 238, Mittineague.

Railroad Trainmen: Pioneer Lodge No. 238. Centennial Hall, Union and Russell Sts.; 2d and 4th Sun.; E. Levesque, S. and B. A., 78 Hill St.

Railway Conductors: Merrick Div. No. 648. Centennial Hall, Union and Russell Sts.; 1st and 3d Sun.; Charles S. Polley, S., 7 Burford Av.; W. H. Ferguson, Ch. and B. A., 252 Union St.

Weymouth.

Boot and Shoe Workers No. 53 (Mixed) (East Weymouth). McMorro Hall, Kane Av.; 2d and 4th Fri.; John H. Tobin, B. A., 5 Cottage St., E. Weymouth.

Bricklayers and Plasterers No. 52. (See QUINCY.)

Whitinsville. (See NORTHBIDGE.)

Whitman.

Boot and Shoe Workers No. 31 (Mixed). Jenkins Blk., 591 Washington St.; 1st and 3d Mon.; George Douglas, B. A., Box 816, Sta. A.

Carpenters No. 1018. K. of C. Hall, South Av.; 2d and 4th Wed.; Fred L. Gill, F. S., 325 Bedford St.

Cutters No. 456 (B. & S. W.). Hardings Blk., Washington St.; 1st and 3d Tues.; Michael J. Casey, F. S. and B. A., 108 Stetson St.

Edgemakers No. 425 (B. & S. W.). Jenkins Blk., 591 Washington St.; 1st and 3d Fri.; George L. Brouillard, F. S. and T., 14 Fullerton Av.; Joseph D. Poitras, B. A., 28 Main St., Brockton.

Whitman — Con.

Lasters No. 69 (B. & S. W.). Jenkins Blk., 591 Washington St.; 1st and 3d Thurs.; Frank W. Gifford, S. T., Box 906, Sta. A.

Letter Carriers: Branch No. 1600. Red Men's Hall, 31 South Av.; 4th Tues.; Ray C. Peterson, S.

Stitchers No. 129 (B. & S. W.). Jenkins Blk., Washington St.; 2d and 4th Mon.; Michael T. White, F. S. and B. A., 91 Winter St.

Triers, Dressers, and Packers No. 106 (B. & S. W.). A. O. H. Hall, Washington St.; 1st and 3d Fri.; William O'Brien, S. T., 344 Commercial St.; Fred Ryan, 29 Elm Pl. and J. W. Bauer, Beulah St., Bus. Agts.

Williamstown.

Carpenters No. 979. G. A. R. Hall, Spring St.; 1st and 3d Mon.; Warren J. Barber, Pres. 48 Southworth St.; Thomas W. Nichols, B. A., 18 Arnold St.

Letter Carriers: Branch No. 1438. P. O., Spring St.; monthly; W. H. Blake, S. and B. A.

Painters, Decorators, and Paperhangers No. 628. G. A. R. Hall, Spring St.; 1st and 3d Tues.; W. F. Williams, R. S., North St.; H. R. Nichols, B. A., 12 John St.

Winchendon.

Letter Carriers: Branch No. 1165. Frank R. Bosworth, S., 121 Main St.

Winchester.

Carpenters No. 891. Masonic Hall, Mt. Vernon St.; 1st and 3d Wed.; L. L. Taylor, R. S., 7 Eaton St.; John G. Cogill, B. A., 27 Glen Ct., Malden.

Letter Carriers: Branch No. 243. P. O. Bldg.; on call; J. E. O'Connor, S.

Painters, Decorators, and Paperhangers No. 74. Lyceum Hall, Main St.; Thurs.; Francis Gaffney, R. S., 20 Tremont St.; John J. Fitcher, B. A., 862 Washington St., Norwood.

Teamsters and Helpers No. 321. Foresters Hall, 684 Main St.; 1st Tues.; Bernard McGurn, S. T., 22 Lockman St.

Town Employees No. 465. Foresters Hall, Main and Park Sts.; 1st Wed.; Thomas Kean, Pres., 11 Linden St.

Winthrop.

Carpenters No. 821. Wadsworth Blk., Winthrop St.; Tues.; Arthur G. Campbell, R. S., 36 Madison Av.; A. J. Howlett, B. A., 30 Hanover St., Boston.

Painters, Decorators, and Paperhangers No. 690. Wadsworth Hall, Winthrop St.; 2d and 4th Mon.; William C. Sheldrick, R. S., Lincoln St.; John J. Fitcher, B. A., 862 Washington St., Norwood.

WOBURN.

Barbers. Different Shops; 4th Wed.; John T. Davey, S. T., 6 Montvale Av.

Carpenters No. 885. Mechanics Hall, Main and Walnut Sts.; Thurs.; F. M. Young, R. S., 6 Porter St.

Local Trade Unions.

WOBBURN — Con.

- City Employees No. 834.* G. A. R. Hall, Main St.; 1st Wed.; Martin J. McCauley, S. T., 22 Buck St.; Thomas Kane, B. A., Winchester.
- Letter Carriers: Branch No. 75.* Post Office, Federal St.; 15th of month; S. J. Flynn, S. and B. A., 41 Garfield Av.
- Painters, Decorators, and Paperhangers No. 605.* (See MADFORD.)
- Plumbers No. 450.* Mechanics Hall, Main and Walnut Sts.; 1st and 3d Tues.; W. Hopkinson, R. S., 11 Chestnut St.
- Street and Electric Railway Employees No. 473.* Curtis Bldg., 377 Main St.; 1st Tues.; Michael Cogan, R. S., 65 Green St.

WORCESTER.

- Bakers No. 133.* Union Hall, 126 Green St.; 2d and 4th Fri.; Louis Widoff, S. T. and B. A., 7 Columbia St.
- Barbers No. 186.* Labor Temple, 62 Madison St.; 1st and 3d Thurs.; Ernest H. Tosi, C. and F. S., 13 King St.; S. P. Ryan, B. A., 33 Hudson St.
- Bartenders No. 95.* Labor Temple, 62 Madison St.; 2d Sun.; James H. Loughlin, F. S. and B. A., 458 Park Av.
- Boot and Shoe Workers No. 168* (Mixed). Labor Temple, 62 Madison St.; 1st Thurs.; Thomas R. Wiseman, S. T., 6 Preston St.
- Bottlers and Drivers No. 180.* A. O. H. Hall, 26 Trumbull St.; 2d and 4th Thurs.; James McHugh, S., 2 View St.
- Brewery Workmen No. 156.* A. O. H. Hall, 26 Trumbull St.; 1st and 3d Fri.; Patrick J. Mahoney, S., 25 Arlington St.
- Bricklayers and Plasterers No. 6.* 20 Madison St.; Tues.; Patrick Cronin, F. S. and B. A., 17 Fox St.
- Bridge and Structural Iron Workers No. 57.* Hall No. 6, Labor Temple, 62 Madison St.; 1st and 3d Thurs.; H. Stanley Coates, F. S., 8 Sherbrook Av.; G. Berquist, B. A.
- Building Laborers No. 4.* Granite Hall, 566 Main St.; Tues.; Martin J. Carroll, S. T., 12 Nixon Av.
- Building Laborers No. 210.* Labor Temple, 62 Madison St.; alt. Wed.; Michael Reno, R. S., 1 Wilson St.; M. F. Garrett, B. A., 62 Madison St.
- Card Machine Operators.* (See BOSTON.)
- Carpenters No. 23.* Labor Temple, 62 Madison St.; Fri.; Herbert Hanson, R. S., 21½ Washburn St.; Oliver Jonah, 42 Bellevue St., and Bennett T. Gordan, Bus. Agts.
- Carpenters and Joiners No. 408* (French). Hall No. 7, Labor Temple, 62 Madison St.; Tues.; Auguste Lemay, Jr., R. S., 29 Fairmont Av.; Oliver Jonah, B. A.
- Carpenters No. 720* (Swedish). Labor Temple, 62 Madison St.; 2d and 4th Tues.; Gustaf Brandt, R. S., 17 Dustin St.; Oliver Jonah, B. A.
- Carpenters No. 877* (Shop). Labor Temple, 62 Madison St.; 1st and 3d Fri.; Felix Faucher, R. S., 116 Pilgrim Way; Oliver E. Jonah and Bennett F. Gordon, Bus. Agts.
- Carpenters No. 864* (Millwrights). Labor Temple, 62 Madison St.; 1st Fri.; George C. Phillips, R. S., 37 Orange St.

WORCESTER — Con.

- Carpenters No. 1006.* Labor Temple, 62 Madison St.; Thurs.; Harry Laycock, R. S., 59½ Benefit St.; Bennett F. Gordon, B. A.
- Carpet Weavers Association.* Bon Ami Hall, Southgate and Grand Sts.; last Tues.; James Pitt, Clerk, 10 Clay St.
- Cigar Makers No. 92.* Electrical Workers Hall, 419 Main St.; 1st Fri.; George Apholt, S., Box 339.
- City Employees Protective No. 200.* Labor Temple, 62 Madison St.; 1st and 3d Sun.; William Butler, R. S., 591 Cambridge St.
- Cloak and Skirt Makers No. 75.* Union Hall, 126 Green St.; 1st and 3d Mon.; Jacob Franklin, F. S., 15 Columbia St.
- Clothing Workers No. 174, Amalgamated.* Union Hall, 126 Green St.; Wed.; A. Slobin, S.; H. Saperstein, Ch., 11 Columbia St.
- Coal Teamsters No. 508.* Labor Temple, 62 Madison St.; 1st and 3d Sun.; Jeremiah F. Donohue, S. T., 31 Jefferson St.
- Cooks and Waiters No. 103.* Labor Temple, 62 Madison St.; 2d and 4th Tues.; E. Costas, S., 7 Murray Av.
- Coopers No. 118* (Brewery). Labor Temple, 62 Madison St.; 1st Wed.; Henry Killian, F. and C. S., 198 Beacon St.
- Cutting Die and Cutter Makers No. 301.* 554 Main St.; 1st Tues.; John Greenhalge, S. T., 8 Lewis St.
- Electrical Workers No. 96.* Electrical Workers Hall, 419 Main St.; Mon.; William P. Gannon, R. S., M. F. Garrett, B. A., 62 Madison St.
- Electrical Workers No. 616* (Telephone Men). Moose Hall, 35 Pearl St.; 1st and 3d Tues.; George E. Winchester, R. S., 628 Cambridge St.; Charles Boyer, B. A., 12 View St.
- Engineers, Amalgamated Society of: Worcester Branch No. 971.* Arcanum Parlors, 566 Main St.; alt. Sat.; William Shaw, S., 47 Hope Av.
- Garment Workers No. 43* (Waist and White Goods). Union Hall, 126 Green St.; 2d and 4th Mon., Eva Goldstein, S., 10 Columbia St.
- Granite Cutters: Workers Branch.* Labor Temple, 62 Madison St.; 3d Fri.; James T. McAvey, C. S., 35 Crescent St.
- Hoisting and Portable Engineers No. 4.* (See BOSTON). Worcester members meet at Labor Temple, 62 Madison St.; 2d and 4th Thurs.; Arthur M. Gordon, S., 23 Ashton St.; M. F. Garrett, B. A.
- Horsehoers No. 31.* Labor Temple, 62 Madison St.; 2d and 4th Mon.; Edward Murphy, S., 64 King St.
- Hotel and Restaurant Employees No. 375* (Waitresses). Labor Temple, 62 Madison St.; 1st and 3d Tues.; Nellie Barker, S., 17 Chandler St.
- Janitors No. 380* (School). Foresters Hall, 244 Main St.; 1st Sat.; Harry Brearly, R. S., 320 Plantation St.
- Lathers No. 79* (Wood, Wire and Metal). Franklin Hall, 554 Main St.; 1st and 2d Tues.; A. D. Premier, F. S., Sta. 7, Box 24; M. J. Pepin, B. A., 69 Providence St.
- Letter Carriers: Branch No. 18.* Red Men's Hall, 306 Main St.; 2d Sat.; Fred W. Maple, S., 61 Paine St.

Local Trade Unions.

WORCESTER — Con.

Locomotive Engineers No. 64. Walker Bldg., 405 Main St.; 1st and 3d Sun.; Theodore B. Wardwell, S. T., 11½ Hammond St.; W. A. Paddock, Chief Engineer, 69 Hamilton St.

Locomotive Firemen and Enginemen: Bay State Lodge No. 73. Royal Hall, 306 Main St.; 2d and 4th Sun.; G. L. Fletcher, R. S., 5 Trumbull Sq.; F. A. Symonds, B. A., 23 Lincoln Sq.

Machinists No. 337 (Tool makers). Labor Temple, 62 Madison St.; 1st and 3d Fri.; John Ross, F. S., 20 Fairbanks St.

Machinists No. 339. Labor Temple, 62 Madison St.; 2d and 4th Thurs.; Daniel J. Sullivan, R. S., 74 Canterbury St.; Francis D. Harrington, F. S., 102 Canterbury St.

Machinists: Equality Lodge No. 694. Hodgkins Hall, 6 McKinley Rd.; 1st and 3d Thurs.; Albert Young, R. S., 17 Frank St.

Maintenance of Way Employees: Crescent City Lodge No. 63 (Bridge and Building, B. & A. R.R.). A. O. H. Hall, 26 Trumbull St. and 12 Kneeland St., Boston; 3d Thurs.; Henry Remillard, S., 17 Upsala St.

Maintenance of Way Employees No. 109 (B. & A. R.R.). A. O. H. Hall, 26 Trumbull St.; 2d Sat.; Charles P. Groves, S., 11 Nelson Av., N. Grafton; Leo A. Jones, B. A., Bedford Av.

Maintenance of Way Employees No. 126 (B. & M. R.R.). A. O. H. Hall, 26 Trumbull St.; Harris S. Wright, S., Holden.

Metal Polishers No. 33. Labor Temple, 62 Madison St.; 2d and 4th Fri.; Joseph Booden, R. S., 279 Grafton St.; F. X. Rainville, F. S., 348 Grafton St.

Molders No. 5, Iron. Labor Temple, 62 Madison St.; Mon.; Joseph E. Johnson, C. R., 175 Water St.

Musicians Association No. 143. 34 Front St.; 2d Sun.; Louis T. Estabrook, S.

Painters, Decorators, and Paperhangers No. 48. Labor Temple, 62 Madison St.; Mon.; James E. Heffron, B. A.

Paperhangers No. 433. Rm. 19, 5 Pleasant St.; 2d and 4th Fri.; M. K. Gosline, R. S.; P. H. Miller, B. A., 923 Main St.

Pattern Makers Association. Labor Temple, 62 Madison St.; 2d and 4th Wed.; John Lockhead, R. S., 215 Park Av.

Photo-Engravers No. 47. Labor Temple, 62 Madison St.; 4th Tues.; Warren A. Hanson, R. S., 174 Pleasant St.

Plumbers No. 4. Labor Temple, 62 Madison St.; 2d and 4th Thurs.; Thomas Thompson, R. S., 54 Arlington St.; John J. Rooney, B. A.

Printing Pressmen and Assistants No. 78. Arcanum Hall, 566 Main St.; 2d Wed.; Ralph L. Clark, S. T. and B. A., 31 Moore Av.

Railroad Station Employees: Division No. 10. Beaver Hall, 9 Bartlett St.; 2d Tues.; Hubert H. Mulcahy, S., 125 Salem St.

Railroad Station Employees: Division No. 33. Granite Hall, 566 Main St.; 1st Fri.; Joseph P. Kinnane, R. S., 14 Gage St.; J. Donahue, B. A., 45 Arlington St.

WORCESTER — Con.

Railroad Station Employees: Division No. 33. A. O. H. Hall, 26 Trumbull St.; 2d Tues.; J. T. Wallace, S. and B. A., 57 Fairmont Av.

Railroad Trainmen: Bay State Lodge No. 88. Moose Hall, 35 Pearl St.; 2d Sun. and 4th Mon.; T. H. Leonard, S., 116 Lincoln St.

Railroad Trainmen: Worcester Lodge No. 583 (B. & A. R.R.). Commonwealth Hall, 566 Main St.; 1st Sun. and 3d Tues.; William T. Connors, S., 70 Grafton St.; Martin N. Doyle, B. A., 16 Harding St.

Railroad Workers: Pride of Worcester Lodge No. 45. Labor Temple, 62 Madison St.; 1st Mon.; Leo J. Handy, R. S., 3 Wideberg Ct.

Railway Clerks: Worcester Lodge No. 84. Franklin Hall, Dexter Bldg., 554 Main St.; 2d Mon.; William A. Closs, F. S., 62 Fairhaven Rd.

Railway Conductors No. 337. Castle Hall, 405 Main St.; 4th Sun.; James J. Butler, S. T., Gen. Del.

Sheet Metal Workers No. 194. Labor Temple, 62 Madison St.; 1st and 3d Tues.; Archibald McLeod, R. S., 6 Abbott St.

Stationary Firemen No. 83. Labor Temple, 62 Madison St.; 2d and 4th Sun.; A. J. Colvin, R. S., 418 Cambridge St.; Philip Sheridan, B. A., 38 Sigel St.

Steam Engineers No. 78. Labor Temple, 62 Madison St.; 1st Thurs.; M. J. Graf, S., 18 Bowdoin St.

Steamfitters, Gasfitters and Helpers No. 408. Labor Temple, 62 Madison St.; 1st and 3d Tues.; Walter F. Read, C. S. and B. A.

Stone Masons No. 29. 20 Madison St.; Mon.; Alexander Brebner, C. S., 179 Beacon St.

Street and Electric Railway Employees No. 23. K. of C. Hall, 10 Pearl St.; 1st Tues.; Special meetings in Attleboro, Unionville, Leominster, Uxbridge, Northbridge, Charlton and Oxford when necessary; Daniel J. Shea, R. S., 431 State Mutual Bldg.; Peter J. Rooney, Pres. and B. A., 431 State Mutual Bldg.

Teamsters No. 150, General. Labor Temple, 62 Madison St.; 2d and 4th Tues.; Thomas S. Shedd, T., 12 Welden Av.; Joseph H. Donahue, B. A., 29 Richland St.

Telephone Operators No. 5A. K. of C. Hall, 10 Pearl St.; 1st and 3d Mon.; Miss Winifred B. Leary, Pres., 60 Vernon St.

Theatrical Stage Employees No. 98. Labor Temple, 62 Madison St.; 4th Sun.; Jack Lieberman, R. and C. S., Box 389; George T. Rook, B. A., Family Theatre.

Tool Makers Lodge No. 337. (See *Machinists No. 337*.)

Typographical No. 185. Labor Temple, 62 Madison St.; 1st Sun.; W. H. Sullivan, F. S. and B. A., 17 Lagrange St.

Waitresses. (See *Hotel and Restaurant Employees No. 375*.)

Web Pressmen No. 29. Labor Temple, 62 Madison St.; 2d Mon.; Robert Becker, S. T., 18 Strathmore Rd.

Wine Clerks No. 843, Wholesale. Labor Temple, 62 Madison St.; 2d Sun.; William J. Gullfoyle, Pres. and B. A., 32 Patterson St.

PART II

SEVENTH ANNUAL REPORT

ON

UNION SCALE OF WAGES AND HOURS OF LABOR
IN MASSACHUSETTS

1916

(ISSUED AS LABOR BULLETIN No. 120)

[1 Pt. II.]

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UNION SCALE OF WAGES AND HOURS OF LABOR IN MASSACHUSETTS, 1916.

INTRODUCTION.

This report is the seventh of a series of annual reports issued by this Bureau relative to the time-rates of wages and hours of labor prevailing in the organized industries and trades in Massachusetts.¹ The data herein presented were obtained principally as of the date October 1, 1916, at which time schedules of inquiry were sent, with few exceptions, to all of the local trade unions in the Commonwealth whose members were known to be working under a time-rate system.

In certain industries and trades such as the boot and shoe industry, the textile industry, the metal trades, and the clothing trades, wages are paid on a piece-rate basis, but the piece-rates quoted are so numerous and the units of payment are so diverse that it has not seemed advisable to include them in this report. In those instances where organized workmen have endeavored to establish in an industry or trade a definite scale of wages and hours of labor, but without any fair degree of success, such proposed scales have been omitted from this report. On the other hand, where, as in the more strongly organized industry, such as the building trades, a scale of wages and hours of labor has been established, although it may never have been formally accepted by employers, such scales have been included in this report because they are virtually as effective as those which have been the subject of definite agreement between employers and employees.

By "*time-rates of wages*", as used in this report, is meant the wages agreed upon in return for services for a specified period, *e.g.*, an hour, day, week, etc., and should not be confounded with *actual earnings*, since

¹ Previous reports of this Bureau dealing with the union scale of wages and hours of labor were issued as follows:

Prevailing Time-rates of Wages and Hours of Labor, 1910, issued as Part I of the Annual Report on the Statistics of Labor for 1910;

Time-rates of Wages and Hours of Labor in Certain Occupations, 1911, issued as Labor Bulletin No. 91;

Union Scale of Wages and Hours of Labor, 1912, published in the Fifth Annual Report on Labor Organizations for 1912, also issued as Labor Bulletin No. 96;

Union Scale of Wages and Hours of Labor, 1913, issued as Labor Bulletin No. 97;

Union Scale of Wages and Hours of Labor, 1914, issued as Labor Bulletin No. 107;

Union Scale of Wages and Hours of Labor, 1915, issued as Labor Bulletin No. 114.

the earnings of employees depend both upon the rates of wages paid them and upon the *continuity* of their employment. Thus, in the building trades the actual earnings of an employee are determined not only by the rate of wages, but also by the amount of building being done, the condition of the weather, the amount of material on hand, etc. The rates of wages per hour, or per day, serve chiefly to show, by comparison with rates published in earlier reports, the upward or downward trend of wages. Although the rate of wages may increase during a specified period, a scarcity of work may effect even a reduction in the actual earnings during that period, while, on the other hand, an abundance of work, reducing the idle period, may have a favorable effect upon the actual earnings even though the rate of wages may have remained unchanged. Again, in the case of employees receiving a daily rate, the working hours per day may be reduced, thereby increasing the rate per hour, but leaving the actual daily wages unchanged. Likewise, the granting of a weekly half-holiday, without loss of wages, effects an increase in the hourly rate of wages while the actual weekly earnings remain the same.

Time-rates are calculated in various ways, but generally by the hour, day, or week. Thus, in the building trades, the wages are generally calculated by the hour, while in most mills and factories a weekly rate prevails. In this report the rate or unit shown is that reported by the union to this Bureau. In some cases the organizations have returned a rate per hour, per day, and week, as well as an overtime and a Sunday rate, thus indicating that each rate has been established among their members. In other cases a rate for only one period has been returned, *i.e.*, for an hour or for a day, and in such cases only the rate returned has been entered in this report, for the reason that the daily or weekly rates may not, in many instances, be computed accurately on the basis of the hourly rates. Frequently the agreements between employers and labor organizations contain clauses to the effect that workmen commencing work shall be paid for at least one-half day even though the hours actually worked may amount to less than one-half day.

The "*union scale*" establishes merely a minimum rate, less than which members are not supposed to accept, and a maximum number of hours, in excess of which they may not work at the regular rate of pay, and in most cases members are liable to definite penalties for violations of such union rules. In some localities and in certain trades workmen receive more than the prescribed minimum rate and in some instances employees work less than the prescribed maximum number of hours, such variations being generally the result of individual negotiations which are determined

by special qualifications of the individual employee or by the peculiar conditions existing in any single trade or establishment. Agreements sometimes provide that old and infirm employees may work for less than the union scale. Except where otherwise noted, this report has reference only to the minimum rates of wages and maximum number of hours which have been established in the various organized trades, and does not purport to show the extent to which there may be individual variations from the established scales.

The authority for the data presented in this report has been derived in most cases from information furnished by organizations of employees. Exceptions appear, however, in the case of employees in the steam and electric railway service and in telephone, telegraph, and federal service, regarding whom the necessary information was obtained from wage scales furnished for the most part by the employers.

Of the 1,427 local unions known to be in existence in Massachusetts on October 1, 1916, 943, or 66.1 per cent, are represented in these returns. The aggregate membership of these 943 local unions was 152,988, or 58.2 per cent of the aggregate membership (262,682) of the 1,427 local unions in the State on that date. Of certain local unions represented a portion only of the membership was reported as working on a time-rate basis, yet the total number of members not so working was relatively so small that it seems fair to conclude that at least 50 per cent of the aggregate number of trade union members in the State were working on a standard time-rate basis. In addition to these, nearly all of the members of 212 local unions, having an aggregate membership of 70,515, were reported as working on a standard *piece-price* basis. It therefore appears that the total number of local unions, nearly all of whose members were reported as working on either a standard time-rate or piece-rate basis, was 1,155, or 80.9 per cent of the total number of local unions in the State, while the aggregate membership of these 1,155 organizations was 223,503, or 85.1 per cent of the aggregate membership of all local unions in the State.

The preparation of this report has involved much correspondence with the officers of the various labor organizations in this Commonwealth and also a considerable amount of field work on the part of representatives of this Bureau. To some extent, also, it has been necessary to confer with the employers in order to supplement or confirm the data obtained from trade union officials. Almost invariably a spirit of hearty co-operation has been manifested by those whom it has been necessary to consult.

A. GENERAL GROUP OF TRADES.

TABLE 1. BUILDING TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun- days and Holi- days (Hour)	Mon- day to Fri- day	Sat- urday			
Bricklayers, Masons, and Plasterers.										
<i>Apprentices.</i>										
Attleboro,	\$0.20	\$1.60	\$8.80	1½ T.	2 T.	8	4	44	12	
Beverly:										
First year,	-	-	7.00	-	-	8	4	44	12	
Second year,	-	-	9.00	-	-	8	4	44	12	
Third year,	-	-	12.00	-	-	8	4	44	12	
Boston (plasterers):										
First year,	-	-	6.00	-	-	8	2-	40	2-	
Second year,	-	-	9.00	-	-	8	2-	40	2-	
Third year,	-	-	12.00	-	-	8	2-	40	2-	
Fourth year,	-	-	15.00	-	-	8	2-	40	2-	
Brockton:										
First year,	-	-	7.00	-	-	8	4	44	12	
Second year,	-	-	8.00	-	-	8	4	44	12	
Third year,	-	-	10.00	-	-	8	4	44	12	
Fall River (first year), .	-	1.50	-	-	-	8	4	44	12	
Fall River (third year), .	-	3.00	-	-	-	8	4	44	12	
Fitchburg:										
First year,	-	1.25	-	1½ T.	2 T.	8	8	48	4	
Second year,	-	1.50	-	1½ T.	2 T.	8	8	48	4	
Third year,	-	1.75	-	1½ T.	2 T.	8	8	48	4	
Great Barrington, . . . .	.18¾	1.50	9.00	2 T.	2 T.	8	8	48	-
Worcester:										
First year,	-	-	7.50	-	-	8	4	44	12	
Second year,	-	-	9.00	-	-	8	4	44	12	
Third year (first six months),	-	-	12.00	-	-	8	4	44	12	
Third year (second six months), .	-	-	15.00	-	-	8	4	44	12	
<i>Bricklayers.</i>										
Athol, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	-
Attleboro, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Beverly, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Boston, . . . . .	.70	-	-	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Cambridge, . . . . .	.70	-	-	2 T.	2 T.	8	4	44	12
Clinton, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Fall River, . . . . .	.60	4.80	26.40	1½ T.	1½ T.	8	4	44	12
Fitchburg, . . . . .	.65	5.20	-	4-	2 T.	8	8	48	4
Framingham, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Gardner, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	-
Great Barrington, . . . .	.56¼	4.50	27.00	2 T.	2 T.	8	8	48	-
Greenfield, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	-
Haverhill, . . . . .	.65	-	-	4-	2 T.	8	4	44	12
Holyoke, . . . . .	.65	-	-	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Lenox, . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12
Leominster (see Fitchburg).										
Lowell, . . . . .	.65	-	-	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Marlborough, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
New Bedford, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Newburyport, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.62¼	-	30.00	2 T.	2 T.	8	8	48	-
Northampton, . . . . .	.62½	5.00	-	2 T.	2 T.	8	8	48	-

¹ The symbols used throughout this presentation in the columns headed "Overtime" signify as follows: Reg. = Regular Time; 1½ T. = Time and one-quarter; 1½ T. = Time and one-half; 2 T. = Double Time; 3 T. = Triple Time.

² Work 5 days a week; no work on Saturday.

³ Men employed on sewer work are paid 50 cents more a day.

⁴ Repairing boilers on Saturday afternoon, double time; other work, time and one-half.

⁵ Repairing old boilers, double time; other work, time and one-half.

TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Bricklayers, Masons, and Plasterers—Con.										
<i>Bricklayers—Con.</i>										
Pittsfield,	\$0.62½	—	—	2 T.	2 T.	8	4	44	12	
Plymouth, . . . . .	.60	\$4.80	\$26.40	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12
Taunton, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Waltham, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12
Westfield, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
<i>Plasterers.</i>										
Athol, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Attleboro, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Beverly, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Boston, . . . . .	.70	—	—	2 T.	2 T.	8	1	40	1
Brockton, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Clinton, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Fall River, . . . . .	.60	4.80	26.40	1½ T.	1½ T.	8	4	44	12
Fitchburg, . . . . .	.65	—	—	1½ T.	2 T.	8	8	48	4
Frammingham, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Gardner, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Great Barrington, . . . . .	.56¼	4.50	27.00	2 T.	2 T.	8	8	48	—
Greenfield, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Haverhill, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Holyoke, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.67½	5.40	27.00	2 T.	2 T.	8	1	40	1
Lenox, . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12
Lowell (operative), . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Lynn, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Marlborough, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
New Bedford, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Newburyport, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.70	5.60	28.00	2 T.	2 T.	8	1	40	1
North Adams, . . . . .	.62½	—	30.00	2 T.	2 T.	8	8	48	—
Northampton, . . . . .	.62½	5.00	—	2 T.	2 T.	8	8	48	—
Pittsfield, . . . . .	.62½	—	—	2 T.	2 T.	8	4	44	12
Plymouth, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Somerville, . . . . .	.70	—	—	2 T.	2 T.	8	1	40	1
Springfield, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12
Taunton, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Waltham, . . . . .	.70	—	—	2 T.	2 T.	8	1	40	1
Westfield, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
<i>Stonemasons.</i>										
Athol, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Attleboro, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Beverly, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Boston, . . . . .	.70	—	—	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Cambridge, . . . . .	.70	—	—	2 T.	2 T.	8	4	44	12
Clinton, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Fall River, . . . . .	.60	4.80	26.40	1½ T.	1½ T.	8	4	44	12
Frammingham, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Gardner, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Great Barrington, . . . . .	.56¼	4.50	27.00	2 T.	2 T.	8	8	48	—
Haverhill, . . . . .	.60	—	—	2	2 T.	8	4	44	12
Holyoke, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Lenox, . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12
Lynn, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Malden, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12

¹ Work 5 days a week; no work on Saturday.² Repairing old boilers, double time; other work, time and one-half.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Bricklayers, Masons, and Plasterers — Con.										
<i>Stonemasons — Con.</i>										
Marlborough,	\$0.50	\$4.00	\$22.00	1½ T.	2 T.	8	4	44	12	
Newburyport, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.62½	-	30.00	2 T.	2 T.	8	8	48	-
Pittsfield, . . . . .	.62½	-	-	2 T.	2 T.	8	4	44	12
Plymouth, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.65	-	-	2 T.	2 T.	8	4	44	12
Taunton, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	-
Waltham, . . . . .	.65	-	-	2 T.	2 T.	8	4	44	12
Worcester (foundation work), . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Worcester (work above foundation), . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Building Laborers and Hod Carriers.										
<i>Boston:</i>										
Concrete mixers, . . . . .	.37½	3.00	18.00	Reg.	2 T.	8	8	48	-
Diggers, . . . . .	.37½	3.00	18.00	Reg.	2 T.	8	8	48	-
Excavators, . . . . .	.37½	3.00	16.50	1½ T.	2 T.	8	4	44	12
Hod carriers and building laborers, . . . . .	.40	3.20	17.60	1½ T.	2 T.	8	4	44	12
Masons' tenders, . . . . .	.40	3.20	19.20	1½ T.	2 T.	8	8	48	-
Plasterers' tenders, . . . . .	.45	-	-	1	2 T.	8	1	40	1
Brockton, . . . . .	.42½	-	-	2 T.	2 T.	8	4	44	12
Cambridge, . . . . .	.42½	-	-	-	-	8	4	44	12
Easthampton, . . . . .	.41	3.28	-	2 T.	2 T.	8	8	48	-
Holyoke,	-	2.50	15.00	2 T.	2 T.	8	8	48	-	
<i>Lawrence:</i>										
Building laborers and hod carriers (Unions A and B), . . . . .	.35	2.80	15.40	1½ T.	2 T.	8	4	44	12
Plasterers' tenders (Union A), . . . . .	.45	-	-	1½ T.	2 T.	8	1	40	1
Plasterers' tenders (Union B), . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12
Lowell (masons' tenders), . . . . .	.40	3.20	17.60	1½ T.	2 T.	8	4	44	12
Lowell (plasterers' tenders), . . . . .	.43	-	-	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.40	-	-	1	2 T.	8	4	44	12
Northampton, . . . . .	.41	3.28	19.68	1½ T.	2 T.	8	8	48	-
Quincy, . . . . .	.44	3.52	19.36	1½ T.	2 T.	8	4	44	12
Springfield,	-	3.25	-	1½ T.	2 T.	8	4	44	12	
Springfield (shovelers), . . . . .	.31½	2.50	15.00	1½ T.	2 T.	8	8	48	-
<i>Worcester:</i>										
Brick carriers, . . . . .	.40	3.20	17.60	1½ T.	2 T.	8	4	44	12
Mortar carriers, . . . . .	.40	3.20	17.60	1½ T.	2 T.	8	4	44	12
Mortar mixers, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12
Plasterers' tenders, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12
Staging builders, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Carpenters.										
<i>Apprentices.</i>										
Boston, . . . . .	.25	2.00	-	2 T.	2 T.	8	4	40	4
Bridgewater (first year),	-	-	8.00	-	-	8	4	44	8	
Bridgewater (second year),	-	-	10.00	-	-	8	4	44	12	
Fall River (Union A),	-	2.50	-	1½ T.	2 T.	8	4	44	12	
Fall River (Union B):										
First year,	-	1.00	-	1½ T.	2 T.	8	4	44	12	
Second year,	-	2.00	-	1½ T.	2 T.	8	4	44	12	
Third year,	-	3.00	-	1½ T.	2 T.	8	4	44	12	

¹ On Saturday afternoon, time and one-half; other overtime, double time.

² Work 5 days a week; no work on Saturday.

³ Before 9 P.M., time and one-half; after 9 P.M., double time.

⁴ During 4 months (June 1 to October 1) work 5 days a week; no work on Saturday.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Carpenters — Con.										
Apprentices — Con.										
Fitchburg,	{ \$0.30- .48%	\$2.40- 3.50	\$14.40- 21.00	1½ T.	2 T.	8	8	48	-	
Franklin,	-	-	10.00	1½ T.	2 T.	8	4	44	12	
Great Barrington (first year),	.25	-	-	1½ T.	2 T.	8	4	44	12	
Haverhill:										
First year,	-	1.50	-	1-	2 T.	8	4	44	12	
Second year,	-	2.00	-	1-	2 T.	8	4	44	12	
Third year,	-	2.75	-	1-	2 T.	8	4	44	12	
Hull,	-	3.00	16.50	2 T.	2-	8	4	44	12	
Lee, . . . . .	.37½	3.00	16.50	1½ T.	2 T.	8	4	44	12
Leominster, . . . . .	.25	2.00	12.00	1½ T.	2 T.	8	8	48	-
Lowell (Union A),	-	-	{ 10.00- 12.00	1½ T.	2 T.	8	4	44	12	
Lowell (Union B), . . . . .	.30	2.40	18.20	1½ T.	2 T.	8	4	44	12
Lynn:										
First year,	-	-	10.00	2-	2-	8	4	44	12	
Second year,	-	-	12.00	2-	2-	8	4	44	12	
Third year,	-	-	15.00	2-	2-	8	4	44	12	
Fourth year,	-	-	18.00	2-	2-	8	4	44	12	
Methuen:										
First year, . . . . .	.20	-	-	1½ T.	2 T.	8	4	44	12
Second year, . . . . .	.30	-	-	1½ T.	2 T.	8	4	44	12
Third year, . . . . .	.37½	-	-	1½ T.	2 T.	8	4	44	12
Fourth year, . . . . .	.45	-	-	1½ T.	2 T.	8	4	44	12
Middleborough:										
First year,	-	-	9.00	1½ T.	2 T.	8	4	44	12	
Second year,	-	-	12.00	1½ T.	2 T.	8	4	44	12	
Third year,	-	-	15.00	1½ T.	2 T.	8	4	44	12	
Newton:										
First year,	-	-	10.50	2 T.	2 T.	8	4	44	12	
Second year,	-	-	15.00	2 T.	2 T.	8	4	44	12	
Third year,	-	-	19.00	2 T.	2 T.	8	4	44	12	
Fourth year,	-	-	22.00	2 T.	2 T.	8	4	44	12	
North Attleborough, . . . . .	.30	2.40	18.20	1½ T.	2 T.	8	4	44	12
Salem:										
First year,	-	1.50	8.25	2 T.	4-	8	4	44	12	
Second year,	-	2.00	11.00	2 T.	4-	8	4	44	12	
Third year,	-	3.00	16.50	2 T.	4-	8	4	44	12	
Springfield (Union A),	-	-	18.00	2 T.	2 T.	8	4	44	12	
Springfield (Union B), . . . . .	.30	2.40	18.20	2 T.	2 T.	8	4	44	12
Williamstown, . . . . .	.25	2.00	11.00	1½ T.	2 T.	8	4	44	12
Winchester (first year), . . . . .	.25	-	-	1½ T.	2 T.	8	4	44	12
Worcester, . . . . .	.25	2.00	-	4-	2 T.	8	4	44	12
Floorlayers.										
Boston, . . . . .	.60	4.80	-	2 T.	2 T.	{ 8 8	4	40 44	4 8
House Carpenters.										
Adams, . . . . .	.47½	3.82	21.00	1½ T.	2 T.	8	4	44	12
Andover (see Lawrence),	-	-	-	-	-	-	-	-	-	
Arlington, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Athol, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	-
Athol (foremen), . . . . .	.45	3.60	21.60	1½ T.	2 T.	8	8	48	-
Beverly (see Salem),	-	-	-	-	-	-	-	-	-	
Boston, . . . . .	.60	4.80	-	2 T.	2 T.	{ 8 8	4	40 44	4 8

1 Before 10 P.M., time and one-half; after 10 P.M. and on Saturday afternoon, double time.

2 On Labor Day, triple time; on other holidays and Sundays, double time.

3 Before 10 P.M., time and one-half; after 10 P.M., double time.

4 On Sundays and Labor Day, triple time; on other holidays, double time.

5 Between 7 A.M. and 8 A.M. and between 5 P.M. and 9 P.M., time and one-half; after 9 P.M. and on Saturday afternoon, double time.

6 During 4 months (June 1 to October 1) work 5 days a week; no work on Saturday.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Carpenters — Con.										
<i>House Carpenters — Con.</i>										
Boston (foremen),	\$0.65 .70 .75	— \$5.60 6.00	— \$33.00 22.00	2 T.	2 T.	{ 8 8	1— 4	40 44	14 8	
Bridgewater, . . . . .	.50	4.00	22.00	2—	2 T.	8	4	44	12
Bridgewater (foremen), . . . . .	.55	4.40	24.20	2—	2 T.	8	4	44	12
Brockton, . . . . .	.55	4.40	24.20	2—	2 T.	8	4	44	12
Brockton (foremen), . . . . .	.62½	5.00	27.50	2—	2 T.	8	4	44	12
Brookline, . . . . .	.60	—	—	2 T.	2 T.	{ 8 8	1— 4	40 44	14 8
Brookline (foremen), . . . . .	.70	—	—	2 T.	2 T.	{ 8 8	1— 4	40 44	14 8
Cambridge, . . . . .	.60	4.80	—	2 T.	2 T.	{ 8 8	1— 4	40 44	14 8
Cambridge (foremen), . . . . .	.70	—	—	2 T.	2 T.	{ 8 8	1— 4	40 44	14 8
Chicopee, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Chicopee (foremen),	—	5.00	27.50	2 T.	2 T.	8	4	44	12	
Clinton, . . . . .	.52	—	—	2 T.	2 T.	8	4	44	12
Easton, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Easton (foremen), . . . . .	.57	4.56	25.08	1½ T.	2 T.	8	4	44	12
Essex (see Salem).										
Everett, . . . . .	.60	4.80	—	2 T.	2 T.	{ 8 8	1— 4	40 44	14 8
Fall River, . . . . .	.48	3.84	21.12	1½ T.	2 T.	8	4	44	12
Fall River (foremen), . . . . .	.50 .57	4.00 4.56	22.00 25.08	1½ T.	2 T.	8	4	44	12
Fitchburg, . . . . .	.43¾	3.50	21.00	1½ T.	2 T.	8	8	48	—
Frammingham, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Franklin, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12
Gardner, . . . . .	.41	3.28	19.68	1½ T.	2 T.	8	8	48	—
Gardner (foremen), . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	—
Gloucester (see Salem).										
Great Barrington, . . . . .	.47¾	—	21.00	1½ T.	2 T.	8	4	44	12
Greenfield, . . . . .	.41	3.28	19.68	1½ T.	2 T.	8	8	48	—
Greenfield (foremen), . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	—
Hamilton, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Hamilton (foremen), . . . . .	.56	4.48	24.64	1½ T.	2 T.	8	4	44	12
Haverhill, . . . . .	.48	—	—	2—	2 T.	8	4	44	12
Hingham, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Hingham (foremen),	—	—	25.00	2 T.	2 T.	8	4	44	12	
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Hudson,	—	2.50	15.00	1½ T.	2 T.	8	8	48	16	
Hull,	—	4.40	24.20	2 T.	2 T.	8	4	44	12	
Hull (foremen),	—	5.25	29.00	2 T.	2 T.	8	4	44	12	
Ipswich, . . . . .	.50	4.00	22.00	2 T.	3 T.	8	4	44	12
Lawrence, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Lawrence (foremen), . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Lee, . . . . .	.47¾	3.82	21.00	1½ T.	2 T.	8	4	44	12
Lee (foremen), . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12
Lenox, . . . . .	.47¾	3.82	21.00	1½ T.	2 T.	8	4	44	12
Leominster, . . . . .	.43¾	3.50	21.00	1½ T.	2 T.	8	8	48	—
Leominster (foremen), . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	—
Lowell, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Lowell (foremen), . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Lynn, . . . . .	.55	4.40	24.20	—	—	8	4	44	12
Lynn (foremen), . . . . .	.65	5.20	—	—	—	8	4	44	12
Manchester (see Salem).										
Mansfield, . . . . .	.41	3.28	19.68	1½ T.	2 T.	8	8	48	4

¹ During 4 months (June 1 to October 1) work 5 days a week; no work on Saturday.

² Before 10 P.M., time and one-half; after 10 P.M. and on Saturday afternoon, double time.

³ Five hours on Saturday, 45 hours a week, during 6 months.

⁴ On Labor Day, triple time; on other holidays and Sundays, double time.

⁵ Same rates and hours apply in Andover.

⁶ Before 10 P.M., time and one-half; after 10 P.M., double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Carpenters — Con.										
House Carpenters — Con.										
Marblehead,	\$0.50	\$4.00	\$22.00	2 T.	3 T.	8	4	44	12	
Marblehead (foremen), . . . .	.60	—	—	2 T.	3 T.	8	4	44	12
Marlborough, . . . . .	.47½	—	—	1 -	2 T.	8	4	44	12
Maynard, . . . . .	.50	4.00	22.00	1½ T.	1½ T.	8	4	44	12
Medford, . . . . .	.60	4.80	-	2 T.	2 T.	8	4	40	4
Methuen, . . . . .	.50	-	-	1½ T.	2 T.	8	4	44	8
Methuen (foremen), . . . . .	.75	-	-	1½ T.	2 T.	8	4	44	12
Middleborough, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Middleborough (foremen), . . .	.58½	4.65	25.58	1½ T.	2 T.	8	4	44	12
Middleton (see Salem).										
Milton, . . . . .	.60	4.80	-	2 T.	2 T.	8	4	40	4
Nahant, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Nahant (foremen), . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Natick, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
New Bedford, . . . . .	.50	-	-	1 -	2 T.	8	4	44	12
Newburyport, . . . . .	.43½	3.50	19.25	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.47½	3.82	21.00	1½ T.	2 T.	8	4	44	12
North Adams (foremen), . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Northampton, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12
North Attleborough, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
North Attleborough (foremen), .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Norwood, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Norwood (foremen), . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Palmer, . . . . .	.45	3.60	19.80	1 -	2 T.	8	4	44	12
Peabody (see Salem).										
Pittsfield, . . . . .	.47½	3.82	21.00	1½ T.	2 T.	8	4	44	12
Plymouth, . . . . .	.50	-	-	1½ T.	2 T.	8	4	44	12
Plymouth (foremen), . . . . .	.56½	-	-	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Quincy (foremen), . . . . .	.61½	4.90	26.95	2 T.	2 T.	8	4	44	12
Reading, . . . . .	.55	-	-	2 T.	3 T.	8	4	44	12
Reading (foremen), . . . . .	.60	-	-	2 T.	3 T.	8	4	44	12
Revere, . . . . .	.60	4.80	-	2 T.	2 T.	8	4	40	4
Revere (foremen), . . . . .	.70	5.60	-	2 T.	2 T.	8	4	44	8
Rockland, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Salem (foremen), . . . . .	.57½	4.60	25.30	2 T.	2 T.	8	4	44	12
Saugus, . . . . .	.55	-	-	2 T.	2 T.	8	4	44	12
Saugus (foremen), . . . . .	.65	-	-	2 T.	2 T.	8	4	44	12
Scituate,	-	3.50	-	-	-	8	8	48	-	
Scituate (foremen),	-	4.00	-	-	-	8	8	48	-	
Sharon, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Sharon (foremen),	-	4.50	24.75	1½ T.	2 T.	8	4	44	12	
Somerville, . . . . .	.60	-	-	2 T.	2 T.	8	4	40	4
Southbridge, . . . . .	.45	-	19.80	1½ T.	2 T.	8	4	44	12
Springfield, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Springfield (foremen, Union A), .	-	-	25.20	2 T.	2 T.	8	4	44	12	
Springfield (foremen, Union B), .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12	

¹ Before 9 P.M., time and one-half; after 9 P.M., double time.

² During 4 months (June 1 to October 1) work 5 days a week; no work on Saturday.

³ On Labor Day, triple time; on other holidays and Sundays, double time.

⁴ Same rates and hours apply in Beverly, Essex, Gloucester, Manchester, Middleton, Peabody, Topsfield, and Woburn.

⁵ On Sundays and Labor Day, triple time; on other holidays, double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Carpenters — Con.										
<i>House Carpenters — Con.</i>										
Stoneham,	\$0.55	\$4.40	\$24.20	2 T.	1 -	8	4	44	12	
Stoughton, . . . . .	.50	4.00	22.00	2 -	2 T.	8	4	44	12
Taunton, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Taunton (foremen), . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Topsfield (see Salem).										
Wakefield, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Waltham, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Ware, . . . . .	.41	-	-	1½ T.	2 T.	8	4	44	12
Wareham, . . . . .	.45	3.60	21.60	1½ T.	2 T.	8	8	48	3
Wenham (see Salem).										
Westfield, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Whitman, . . . . .	.50	4.00	22.00	2 -	2 T.	8	4	44	12
Williamstown, . . . . .	.47½	3.82	21.00	1½ T.	2 T.	8	4	44	12
Williamstown (foremen), .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Winchester, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Winchester (foremen), . .	.60	-	-	1½ T.	2 T.	8	4	44	12	
Winthrop, . . . . .	.60	4.80	-	2 T.	2 T.	8	4	40	4
Winthrop (foremen), . . .	.70	5.60	-	2 T.	2 T.	8	4	44	8
Worcester, . . . . .	.52	4.16	-	2 -	2 T.	8	4	44	12
Worcester (foremen), . . .	.58 .60	- 4.80	-	2 -	2 T.	8	4	44	12
<i>Stairbuilders.</i>										
Boston, . . . . .	.60	-	-	2 T.	2 T.	8	4	40	4
<i>Wharf and Bridge Carpenters.</i>										
<i>Boston:</i>										
Bridge, scow or lighter work, .	.53	-	-	2 T.	2 T.	8	4	44	12	
Foremen,	-	5.00	-	2 T.	2 T.	8	4	44	12	
Land machine or pile driver work, .	.43½	-	-	2 T.	2 T.	8	4	44	12	
Superstructure work on wharves or bridges, . . .	.60	-	-	2 T.	2 T.	8	4	44	12
Cement and Artificial Stone Workers.										
<i>Finishers.</i>										
Boston, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Boston (apprentices), . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Fall River, . . . . .	.60	4.80	26.40	1½ T.	1½ T.	8	4	44	12
Lowell, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Newburyport, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Springfield, . . . . .	.65	-	-	1½ T.	2 T.	8	4	44	12
Decorators.										
<i>(See Painters, Decorators, and Paperhangers.)</i>										

1 On Labor Day, triple time; on other holidays and Sundays, double time.

2 On Saturday afternoon, double time; other overtime, time and one-half.

3 Before 10 P.M., time and one-half; after 10 P.M. and on Saturday afternoon, double time.

4 During 4 months (June 1 to October 1) work 5 days a week; no work on Saturday.

5 Between 7 A.M. and 8 A.M. and between 5 P.M. and 9 P.M., time and one-half; after 9 P.M. and on Saturday afternoon, double time.

TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Electrical Workers (Inside-men).									
<i>Apprentices, First Year.</i>									
Quincy,	\$0.16	-	\$7.04	1-	2-	8	4	44	12
<i>Apprentices, Second Year.</i>									
Haverhill,	-	-	\$9.00	1½ T.	2 T.	8	4	44	12
Lawrence,	-	-	9.00	1-	2-	8	4	44	12
Lowell, . . . . .	.30	\$2.40	13.20	1½ T.	2 T.	8	4	44	12
New Bedford,	-	-	9.00	2 T.	2 T.	8	4	44	12
Quincy, . . . . .	.25	-	11.00	1-	2-	8	4	44	12
Worcester, . . . . .	.17½	-	7.50	1-	2 T.	8	4	44	12
<i>Apprentices, Third Year.</i>									
Haverhill,	-	\$2.50	-	1½ T.	2 T.	8	4	44	12
Lawrence, . . . . .	.35	-	-	1-	2-	8	4	44	12
New Bedford,	-	-	9.00	2 T.	2 T.	8	4	44	12
Quincy, . . . . .	.35	-	15.40	1-	2-	8	4	44	12
<i>Apprentices, Fourth Year.</i>									
Haverhill,	-	\$2.75	-	1½ T.	2 T.	8	4	44	12
Lawrence, . . . . .	.37½	-	-	1-	2-	8	4	44	12
Quincy, . . . . .	.45	-	19.80	1-	2-	8	4	44	12
<i>Fixture Hangers.</i>									
Boston (fitters and hangers), . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
<i>Wiremen.</i>									
Boston, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.55	-	-	7-	2 T.	8	4	44	12
Fall River, . . . . .	.45	3.60	19.80	8-	2 T.	8	4	44	12
Fitchburg, . . . . .	.45	-	-	9-	2 T.	8	4	44	12
Gloucester, . . . . .	.46	3.68	22.08	1½ T.	2 T.	8	8	48	6
Haverhill, . . . . .	.45	-	19.80	1½ T.	2 T.	8	4	44	12
Holyoke, . . . . .	.50	-	-	1½ T.	2 T.	8	4	44	12
Lawrence, . . . . .	.47	-	-	1-	2-	8	4	44	12
Lowell, . . . . .	.43	3.44	18.92	10-	2 T.	8	4	44	12
Lynn, . . . . .	.55	4.40	24.20	11-	2 T.	8	4	44	12
New Bedford, . . . . .	.48	-	-	2 T.	2 T.	8	4	44	12
Northampton, . . . . .	.44½	-	-	13-	15-	8	4	44	12
Quincy, . . . . .	.55	-	24.20	1-	2-	8	4	44	12
Salem, . . . . .	.50	-	-	9-	2 T.	8	4	44	12
Springfield, . . . . .	.53½	-	-	9-	2 T.	8	4	44	12
Taunton, . . . . .	.41	-	-	1½ T.	2 T.	8	4	44	12
Worcester, . . . . .	.47½	-	-	6-	2 T.	8	4	44	12

¹ Before midnight, time and one-half; from midnight to 8 A.M., double time.

² No work on Labor Day; double time on other holidays and Sundays.

³ All apprentices receive \$9 except those already in third and fourth years of service who have been regularly employed for 9 months previous to June 12, 1916.

⁴ Before 10 P.M., time and one-half; after 10 P.M., double time.

⁵ Before 6 P.M., Sundays, time and one-half; after 6 P.M., Sundays, and all overtime on holidays, double time.

⁶ Before 7 P.M., time and one-half; after 7 P.M. and on Saturday afternoon, double time.

⁷ Before 10 P.M., time and one-half; between 10 P.M. and 6 A.M. and on Saturday afternoon, double time.

⁸ On Saturday afternoon, time and one-half; other overtime, double time.

⁹ Before 9 P.M., time and one-half; after 9 P.M. and on Saturday afternoon, double time.

¹⁰ Before midnight and on Saturday afternoon, time and one-half; after midnight, double time.

¹¹ Before 6 P.M., time and one-half; after 6 P.M. and on Saturday afternoon, double time.

¹² Time and one-half, except between 5 P.M. and 6 P.M., and on Saturday afternoon, when regular rate is paid.

¹³ On Sundays, double time; on holidays, time and one-half.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Electrical Workers (Inside-men) — Con.									
<i>Wiremen's Helpers.</i>									
Boston,	\$0.30	\$2.40	\$13.20	2 T.	2 T.	8	4	44	12
Fitchburg (second year), . .	.20	—	—	1—	2 T.	8	4	44	12
Fitchburg (after second year),	.30	—	—	1—	2 T.	8	4	44	12
Lowell, . . . . .	.30	2.40	13.20	1—	2 T.	8	4	44	12
Lynn (first two years), . . .	.25	2.00	11.00	1—	2 T.	8	4	44	12
Lynn (third year), . . . .	.35	2.80	15.40	1—	2 T.	8	4	44	12
Springfield (first two years),	.28½	—	—	1—	2 T.	8	4	44	12
Springfield (after two years),	.31	—	—	1—	2 T.	8	4	44	12
Worcester, . . . . .	.28½	2.25	12.37½	4—	2 T.	8	4	44	12
Elevator Constructors.									
<i>Apprentices.</i>									
Springfield (first 18 months),	—	1.50	—	1½ T.	2 T.	8	4	44	12
<i>Helpers.</i>									
Boston,	—	3.40	—	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.36½	2.90	—	1½ T.	2 T.	8	4	44	12
<i>Mechanics.</i>									
Boston,	—	5.20	—	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.52½	4.20	—	1½ T.	2 T.	8	4	44	12
Hod Carriers.									
(See <i>Building Laborers and Hod Carriers.</i>)									
Hoisting and Portable Engineers.									
Boston:									
Hoisting and portable engineers,	1.75	—	27.50	2 T.	2 T.	8	4	44	12
Hoisting and portable engineers, three shifts, . .	—	—	35.00	2 T.	2 T.	8	8	56	—
Steam shovel engineers, . . .	—	—	40.00	2 T.	2 T.	8	8	48	—
Lawrence, . . . . .	.47½	3.82	21.00	1½ T.	2 T.	8	4	44	12
Lowell, . . . . .	.75	—	27.50	2 T.	2 T.	8	4	44	12
Lowell (steam shovel), . . .	—	—	40.00	2 T.	2 T.	8	8	48	—
New Bedford, . . . . .	.62½	5.00	27.50	—	—	8	4	44	12
Salem, . . . . .	.75	—	27.50	2 T.	2 T.	8	4	44	12
Salem (steam shovel), . . .	—	—	40.00	2 T.	2 T.	8	8	48	—
Springfield, . . . . .	.75	—	24.00	1—	2 T.	8	4	44	12
Worcester, . . . . .	.75	—	27.50	2 T.	2 T.	8	4	44	12
Worcester (three shifts), . .	—	—	35.00	2 T.	2 T.	8	8	56	—
Insulators and Asbestos Workers.									
Boston:									
Asbestos workers, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Improvers, first year, . . .	.25	2.00	11.00	2 T.	2 T.	8	4	44	12
Improvers, second year, . .	.31½	2.50	13.75	2 T.	2 T.	8	4	44	12
Improvers, third year, . . .	.40	3.20	17.60	2 T.	2 T.	8	4	44	12
Improvers, fourth year, . .	.43½	3.50	19.25	2 T.	2 T.	8	4	44	12

¹ Before 9 P.M., time and one-half; after 9 P.M. and on Saturday afternoon, double time.

² Before midnight and on Saturday afternoon, time and one-half; after midnight, double time.

³ Before 6 P.M., time and one-half; after 6 P.M. and on Saturday afternoon, double time.

⁴ Before 7 P.M., time and one-half; after 7 P.M. and on Saturday afternoon, double time.

⁵ On construction work, Saturday half-holiday during entire year; on repair work, Saturday half-holiday during 6 months.

⁶ Broken time, 75 cents an hour.

TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Iron Workers, Bridge and Structural.									
Boston:									
Apprentices,	\$0.42	-	-	2 T.	2 T.	8	4	44	12
Helpers, . . . . .	.45	-	-	2 T.	2 T.	8	4	44	12
Housemiths and structural workers, . . . . .	.62½	-	-	2 T.	2 T.	8	4	44	12
Worcester:									
Apprentices, . . . . .	.42	\$3.36	\$18.48	2 T.	2 T.	8	4	44	12
Helpers, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Housemiths and bridge-men, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Lathers, Wood, Wire, and Metal.¹									
Beverly (see Salem).									
Boston, . . . . .	.65	5.20	26.00	2 T.	2 T.	8	4	40	2-
Boston (foremen),	-	5.70	-	2 T.	2 T.	8	4	40	2-
Brockton,	-	4.40	-	-	-	8	4	44	12
Danvers (see Salem).									
Essex (see Salem).									
Gloucester (see Salem).									
Hamilton (see Salem).									
Holyoke:									
Metal lathers, first class, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Metal lathers, second class, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Wood lathers, first class, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Wood lathers, second class, . . . . .	.40	3.20	17.60	2 T.	2 T.	8	4	44	12
Ipswich (see Salem).									
Lawrence, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lowell, . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	3
Manchester (see Salem).									
Marblehead (see Salem).									
Peabody (see Salem).									
Quincy, . . . . .	.66¼	5.30	29.15	1½ T.	2 T.	8	4	44	12
Rockport (see Salem).									
Salem (metal, first class), ²	-	4.40	-	1½ T.	2 T.	8	4	44	12
Salem (metal, second class), ²	-	4.15	-	1½ T.	2 T.	8	4	44	12
Springfield (metal and wire), . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Worcester (ordinary),	-	4.00	22.00	2 T.	2 T.	8	4	44	12
Worcester (other), . . . . .	.56¼	4.50	24.75	2 T.	2 T.	8	4	44	12
Apprentices.									
Boston:									
First year, . . . . .	.18¾	1.50	7.50	2 T.	2 T.	8	4	40	2-
Second year, . . . . .	.31¼	2.50	12.50	2 T.	2 T.	8	-	40	-
Third year, . . . . .	.43¾	3.50	17.50	2 T.	2 T.	8	-	40	-
Painters, Decorators, and Paperhangers.									
Decorators.									
Boston, . . . . .	.65½	-	-	2 T.	2 T.	8	4	40	2-
Brockton, . . . . .	.50	-	-	-	-	8	4	44	12
Chelsea, . . . . .	.75	6.00	30.00	2 T.	2 T.	8	4	40	2-
Concord, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Easton, . . . . .	.38	3.04	16.72	2 T.	-	8	4	44	12

¹ Does not include piece work; minimum day rates only are shown.² Work 5 days a week; no work on Saturday.³ Same rates and hours apply in Beverly, Danvers, Essex, Gloucester, Hamilton, Ipswich, Manchester, Marblehead, Peabody, Rockport, Topsfield, and Wenham.⁴ No work on Labor Day or on Saturday between noon and 5 P.M.; other overtime, double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Painters, Decorators, and Paperhangers — Con.										
<i>Decorators — Con.</i>										
Fall River,	\$0.50	\$4.00	\$22.00	1 -	2 T.	8	4	44	12	
Framingham, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Gloucester, . . . . .	.45	3.60	19.80	2 -	2 -	8	4	44	12
Great Barrington, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lenox, . . . . .	.47	3.76	20.68	1½ T.	1½ T.	8	4	44	12
Lynn, . . . . .	.60	-	-	2 T.	2 T.	8	4	44	12
Milford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
New Bedford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Norwood, . . . . .	.43¾	3.50	19.25	2 T.	2 T.	8	4	44	12
Pittsfield, . . . . .	.50	4.00	22.00	-	-	8	4	44	12
Rockland, . . . . .	.34½	2.75	16.50	1½ T.	2 T.	8	8	48	-
Salem, . . . . .	.70	-	-	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.60	-	-	4 -	2 T.	8	4	44	12
Taunton, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Westborough,	-	3.00	-	1½ T.	2 -	8	8	48	-	
Worcester, . . . . .	.50	4.00	22.00	1½ T.	2 -	8	4	44	12
<i>Grainers.</i>										
Athol,	-	2.75	16.50	1½ T.	2 T.	8	8	48	-	
Boston, . . . . .	.65½	-	-	2 T.	2 T.	8	8	40	6 -
Brockton, . . . . .	.70	-	-	6 -	6 -	8	4	44	12
Chelsea, . . . . .	.75	6.00	30.00	2 T.	2 T.	8	8	40	6 -
Concord, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Easton, . . . . .	.38	3.04	16.72	2 T.	-	8	4	44	12
Fall River, . . . . .	.50	4.00	22.00	1 -	2 T.	8	4	44	12
Framingham, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Gloucester, . . . . .	.45	3.60	19.80	2 -	2 -	8	4	44	12
Great Barrington, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lenox, . . . . .	.47	3.76	20.68	1½ T.	1½ T.	8	4	44	12
Lynn, . . . . .	.60	-	-	2 T.	2 T.	8	4	44	12
Milford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
New Bedford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Newburyport, . . . . .	.41	-	-	2 T.	2 T.	8	4	44	12
Newton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Norwood, . . . . .	.43¾	3.50	19.25	2 T.	2 T.	8	4	44	12
Pittsfield, . . . . .	.50	4.00	22.00	-	-	8	4	44	12
Rockland, . . . . .	.34½	2.75	16.50	1½ T.	2 T.	8	8	48	-
Salem, . . . . .	.45	-	-	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.50	-	22.00	4 -	2 T.	8	4	44	12
Taunton, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Westborough,	-	3.00	-	1½ T.	2 -	8	8	48	-	
Westfield, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Williamstown, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	-
<i>Hardwood Finishers.</i>										
Boston, . . . . .	.40	-	19.20	2 T.	2 T.	8¾	4¾	48	12
<i>Painters.</i>										
Athol,	-	2.75	16.50	1½ T.	2 T.	8	8	48	-	
Beverly, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12
Boston, . . . . .	.60½	4.84	24.20	2 T.	2 T.	8	8	40	6 -
<i>Boston (glaziers):</i>										
Apprentices,	-	-	9.00	1½ T.	2 T.	8	4	44	12	
Bedders and tinnerns, . . . . .	.37½	-	-	1½ T.	2 T.	8	4	44	12
Platemn and runners, . . . . .	.45½	3.64	20.02	1½ T.	2 T.	8	4	44	12

1 Before 10 P.M., time and one-half; after 10 P.M., double time.

2 No work on Saturday between noon and 5 P.M.; other overtime, time and one-half.

3 No work on Labor Day; on other holidays and Sundays, double time.

4 Before midnight, time and one-half; after midnight, double time.

5 Work 5 days a week; no work on Saturday.

6 No work on Labor Day or on Saturday between noon and 5 P.M.; other overtime, double time.

TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Painters, Decorators, and Paperhangers—Con.									
Painters—Con.									
Brockton,	\$0.50	-	-	1-	1-	8	4	44	12
Chelsea, . . . . .	.55	\$4.40	\$22.00	2 T.	2 T.	8	2-	40	2-
Chicopee, . . . . .	.50	4.00	22.00	2-	2 T.	8	4	44	12
Clinton, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Concord, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Easton, . . . . .	.38	3.04	16.72	2 T.	-	8	4	44	12
Fall River, . . . . .	.41	3.28	18.04	4-	2 T.	8	4	44	12
Framingham, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Gardner, . . . . .	.34½	2.75	-	1½ T.	2 T.	8	8	48	-
Gloucester, . . . . .	.45	3.60	19.80	6-	6-	8	4	44	12
Great Barrington, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Greenfield,	-	3.00	-	-	-	8	8	48	-
Haverhill, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.45½ ¹¹	-	20.00	1½ T.	2 T.	8	4	44	12
Lenox, . . . . .	.47	3.76	20.68	1½ T.	1½ T.	8	4	44	12
Lowell, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Lynn, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Malden, . . . . .	.45½	3.64	20.02	2 T.	2 T.	8	4	44	12
Manchester, . . . . .	.45	3.60	19.80	-	-	8	4	44	12
Marlborough, . . . . .	.41	3.28	18.04	2-	2 T.	8	4	44	12
Medford, . . . . .	.46	3.68	20.24	2 T.	2 T.	8	4	44	12
Milford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Natick, . . . . .	.45½	3.64	20.02	6-	6-	8	4	44	12
New Bedford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Newburyport, . . . . .	.39½	3.14	17.27	2 T.	2 T.	8	4	44	12
Newton, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Northampton, . . . . .	.37½	-	-	1½ T.	2 T.	8	8	48	-
Norhampton, . . . . .	.48½	3.50	19.25	1½ T.	7-	8	4	44	12
Norwood, . . . . .	.48½	3.50	19.25	2 T.	2 T.	8	4	44	12
Pittsfield, . . . . .	.50	4.00	22.00	-	-	8	4	44	12
Quincy, . . . . .	.45½	3.64	20.00	8-	2 T.	8	4	44	12
Rockland, . . . . .	.34½	2.75	16.50	1½ T.	2 T.	8	8	48	-
Salem, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Somerville, . . . . .	.45½	-	-	-	-	8	4	44	12
Springfield, . . . . .	.50	-	22.00	8-	2 T.	8	4	44	12
Taunton, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.45½	3.64	20.00	2 T.	2 T.	8	4	44	12
Westborough,	-	3.00	-	1½ T.	6-	8	8	48	-
Westfield, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Williamstown, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	-
Winchester, . . . . .	.45	3.60	19.80	8-	2 T.	8	4	44	12
Winthrop, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.45½	3.64	20.02	1½ T.	6-	8	4	44	12
Paperhangers. ¹⁰									
Boston, . . . . .	.62½	-	-	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.56	-	-	1-	1-	8	4	44	12
Chicopee, . . . . .	.50	4.00	22.00	8-	2 T.	8	4	44	12
Clinton, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Concord, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Easton, . . . . .	.38	3.04	16.72	2 T.	-	8	4	44	12

¹ No work on Labor Day or on Saturday between noon and 5 P.M.; other overtime, double time.² Work 5 days a week; no work on Saturday.³ Before midnight, time and one-half; after midnight, double time.⁴ Before 10 P.M., time and one-half; after 10 P.M., double time.⁵ No work on Saturday between noon and 5 P.M.; other overtime, time and one-half.⁶ No work on Labor Day; on other holidays and Sundays, double time.⁷ On Sundays, double time; on holidays, time and one-half.⁸ No work on Saturday afternoon; other overtime, double time.⁹ Time and one-half; except Saturday afternoon, double time.¹⁰ Does not include piece work; minimum rates when working by the hour only are shown.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Painters, Decorators, and Paperhangers — Con.									
<i>Paperhangers — Con.</i>									
Fall River,	\$0.41	\$3.28	\$18.04	1 -	2 T.	8	4	44	12
Framingham, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Gardner, . . . . .	.37½	3.00	-	-	-	8	8	48	-
Gloucester, . . . . .	.45	3.60	19.80	1 -	1 -	8	4	44	12
Great Barrington, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Haverhill, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.48	3.84	21.12	1½ T.	2 T.	8	4	44	12
Lenox, . . . . .	.47	3.76	20.68	1½ T.	1½ T.	8	4	44	12
Lowell,	-	-	19.50	1½ T.	2 T.	8	4	44	12
Malden, . . . . .	.45½	3.64	20.02	2 T.	2 T.	8	4	44	12
Milford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Natick, . . . . .	.45½	3.64	20.02	1 -	1 -	8	4	44	12
New Bedford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Newburyport, . . . . .	.41	-	-	2 T.	2 T.	8	4	44	12
Newton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.37½	-	-	1½ T.	2 T.	8	8	48	-
Northampton, . . . . .	.43½	3.50	19.25	1½ T.	4 -	8	4	44	12
Norwood, . . . . .	.43½	3.50	19.25	2 T.	2 T.	8	4	44	12
Pittsfield, . . . . .	.50	4.00	22.00	-	-	8	4	44	12
Springfield, . . . . .	.45	-	22.00	1 -	2 T.	8	4	44	12
Taunton, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Westborough,	-	3.00	-	1½ T.	1 -	8	8	48	-
Westfield, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Williamstown, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	-
Worcester, . . . . .	.45	3.60	-	-	-	8	4	44	12
<i>Sign Writers.</i>									
Boston (advertising), . . . . .	.68½	5.50	30.25	2 T.	2 T.	8	4	44	12
Boston (helpers), . . . . .	.41½	3.30	18.15	2 T.	2 T.	8	4	44	12
Chelsea, . . . . .	.75	6.00	30.00	2 T.	2 T.	8	4	40	6 -
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.60	-	-	1 -	2 T.	8	4	44	12
Plasterers.									
<i>(See Bricklayers, Masons, and Plasterers.)</i>									
Plumbers and Pipe Fitters.									
<i>Gas Fitters.</i>									
Boston, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Brockton,	-	4.50	-	2 T.	2 T.	8	4	44	12
Gloucester, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Haverhill, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lowell, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Milford, . . . . .	.47½	3.82	21.00	2 T.	2 T.	8	4	44	12
Northampton, . . . . .	.50	-	-	1 -	1 -	8	4	44	12
Pittsfield, . . . . .	.48	3.84	21.00	1½ T.	2 T.	8	4	44	12

1 Before 10 P.M., time and one-half; after 10 P.M., double time.

2 No work on Saturday between noon and 5 P.M.; other overtime, time and one-half.

3 No work on Labor Day; on other holidays and Sundays, double time.

4 On Sundays, double time; on holidays, time and one-half.

5 Before midnight, time and one-half; after midnight, double time.

6 Work 5 days a week; no work on Saturday.

7 When working in shops between 7 A.M. and 8 A.M., and 5 P.M. and 6 P.M., regular rate; time and one-half for other overtime.

8 Time and one-half on holidays; double time on Sundays.

TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half- holiday in Effect	
				Hour	Sun- days and Holi- days (Hour)	Mon- day to Fri- day	Sat- urday			
Plumbers and Pipe Fitters — Con.										
<i>Gas Fitters — Con.</i>										
Waltham,	\$0.60	\$4.80	\$26.40	2 T.	1—	8	4	44	12	
Westfield, . . . . .	.47 ⁷ / ₁₁	—	—	2—	2 T.	8	4	44	12
Worcester, . . . . .	.41	—	18.00	2—	2 T.	8	4	44	12
<i>Gas Fitters' Helpers.</i>										
Brockton,	—	2.25	—	2 T.	2 T.	8	4	44	12	
Lynn, . . . . .	.34 ¹ / ₂	2.75	15.12 ¹ / ₂	2 T.	2 T.	8	4	44	12
<i>Plumbers.</i>										
Boston, . . . . .	.68 ¹ / ₂	5.50	30.25	2—	2 T.	8	4	44	12
Brockton, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Everett (see Malden).										
Fall River, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Fitchburg,	—	3.50	21.00	2 T.	2 T.	8	8	48	—	
Gardner,	—	3.50	21.00	1 ¹ / ₂ T.	2 T.	8	8	48	—	
Gloucester, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Haverhill, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Holyoke,	—	4.09	22.50	2—	2 T.	8	4	44	12	
Lawrence, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Lowell, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.62 ¹ / ₂	5.00	27.50	2 T.	2 T.	8	4	44	12
Malden, . . . . .	.57 ¹ / ₂	4.60	25.30	2 T.	2 T.	8	4	44	12
Medford (see Malden).										
Milford, . . . . .	.47 ¹ / ₂	3.82	21.00	2 T.	2 T.	8	4	44	12
Natick,	—	4.80	—	2—	2 T.	8	4	44	12	
New Bedford, . . . . .	.52 ¹ / ₂	—	—	2—	2 T.	8	4	44	12
Newton,	—	5.00	27.50	2 T.	2 T.	8	4	44	12	
Northampton, . . . . .	.50	—	—	2—	2 T.	8	4	44	12
Norwood, . . . . .	.50	4.00	22.00	1 ¹ / ₂ T.	2 T.	8	4	44	12
Pittsfield, . . . . .	.48	3.84	21.00	1 ¹ / ₂ T.	2 T.	8	4	44	12
Quincy, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.62 ¹ / ₂	5.00	27.50	1 ¹ / ₂ T.	2 T.	8	4	44	12
Springfield,	—	—	26.00	2 T.	2 T.	8	4	44	12	
Stoneham (see Woburn).										
Wakefield, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.60	4.80	26.40	2 T.	1—	8	4	44	12
Westfield, . . . . .	.47 ⁷ / ₁₁	—	—	2—	2 T.	8	4	44	12
Winchester (see Woburn).										
Woburn, . . . . .	.56 ¹ / ₂	—	—	10—	2 T.	8	4	44	12
Worcester, . . . . .	.56 ¹ / ₂	4.50	24.75	2 T.	2 T.	8	4	44	12
<i>Plumbers' Apprentices.</i>										
Brockton:										
First year,	—	1.25	—	—	—	8	4	44	12	
Second year,	—	1.50	—	—	—	8	4	44	12	
Third year,	—	1.75 2.00	—	—	—	8	4	44	12	

¹ Double time; no work on Labor Day.

² Regular rate from 5 P.M. to 6 P.M. and on Saturday afternoon; time and one-half from 6 P.M. to 12 P.M.; double time from 12 P.M. to 8 A.M.

³ Double time, except on Saturday afternoon, when regular rate is paid for emergency work.

⁴ Same rates apply in Everett and Medford.

⁵ Double time, except where one-half hour will complete work which has already taken at least two hours.

⁶ Before 9 P.M., time and one-half; after 9 P.M., double time; on Saturday afternoon, regular rate for emergency work.

⁷ When working in shops between 7 A.M. and 8 A.M., and 5 P.M. and 6 P.M., regular rate; time and one-half for other overtime.

⁸ Time and one-half on holidays; double time on Sundays.

⁹ Same rates apply in Stoneham and Winchester.

¹⁰ Before 6 P.M., time and one-half; after 6 P.M., double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Plumbers and Pipe Fitters — Con.										
Plumbers, Junior.										
Boston (sixth year),	-	\$4.50	-	1 -	2 T.	8	4	44	12	
Brockton,	\$0.58½	4.30	\$23.65	2 T.	2 T.	8	4	44	12	
Haverhill,	-	21.00	-	2 T.	2 T.	8	4	44	12	
Holyoke, . . . . .	.34	2.72	14.96	1 -	2 T.	8	4	44	12
Lawrence,	-	21.00	-	2 T.	2 T.	8	4	44	12	
Newton (first year),	-	3.20	17.60	2 T.	2 T.	8	4	44	12	
Northampton (fifth year), . . . . .	.37	-	-	1 -	1 -	8	4	44	12
Northampton (sixth year), . . . . .	.43	-	-	1 -	1 -	8	4	44	12
Sprinkler Fitters.										
Boston (helpers),	-	2.75	15.13	2 T.	2 T.	8	4	44	12	
Brockton,	-	4.50	-	2 T.	2 T.	8	4	44	12	
Brockton (helpers),	-	2.25	-	2 T.	2 T.	8	4	44	12	
Lynn, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Steam Fitters.										
Boston, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Brockton,	-	4.50	-	2 T.	2 T.	8	4	44	12	
Everett (see Malden),	-	-	-	-	-	-	-	-	-	
Fall River, . . . . .	.43½	3.50	19.25	2 T.	2 T.	8	4	44	12
Fitchburg,	-	2.75	16.50	2 T.	2 T.	8	8	48	-	
Gloucester, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Haverhill, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Holyoke, . . . . .	.52½	-	-	1 -	2 T.	8	4	44	12
Lawrence, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Malden, . . . . .	.57½	4.60	25.30	2 T.	2 T.	8	4	44	12
Medford (see Malden),	-	-	-	-	-	-	-	-	-	
Milford, . . . . .	.47½	3.82	21.00	2 T.	2 T.	8	4	44	12
Natick,	-	4.80	-	1 -	2 T.	8	4	44	12	
New Bedford, . . . . .	.50	3.50	19.25	2 T.	2 T.	8	4	44	12
Northampton, . . . . .	.50	-	-	1 -	2 T.	8	4	44	12
Norwood, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Pittsfield, . . . . .	.48	3.84	21.00	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	.60	-	-	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12
Springfield,	-	4.35	24.00	2 T.	2 T.	8	4	44	12	
Stoneham (see Woburn),	-	-	-	-	-	-	-	-	-	
Wakefield, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.60	4.80	26.40	2 T.	-	8	4	44	12
Westfield, . . . . .	.47½	-	-	1 -	2 T.	8	4	44	12
Winchester (see Woburn),	-	-	-	-	-	-	-	-	-	
Woburn, . . . . .	.56½	-	-	1 -	2 T.	8	4	44	12
Worcester, . . . . .	.51	-	22.50	1 -	2 T.	8	4	44	12
Steam Fitters' Helpers.										
Boston,	-	2.75	15.13	2 T.	2 T.	8	4	44	12	
Boston (ice machine work),	-	3.00	16.50	2 T.	2 T.	8	4	44	12	
Brockton,	-	2.25	-	2 T.	2 T.	8	4	44	12	
Everett (see Malden),	-	-	-	-	-	-	-	-	-	

¹ Double time, except on Saturday afternoon, when regular rate is paid for emergency work.

² When working in shops between 7 A.M. and 8 A.M., and 5 P.M. and 6 P.M., regular rate; time and one-half for other overtime.

³ Time and one-half on holidays; double time on Sundays.

⁴ Same rates apply in Everett and Medford.

⁵ Double time, except where one-half hour will complete work which has already taken at least two hours.

⁶ On November 1, 1916, rate was increased to \$4 a day; \$22 a week.

⁷ Regular rate from 5 P.M. to 6 P.M. and on Saturday afternoon; time and one-half from 6 P.M. to 12 P.M.; double time from 12 P.M. to 8 A.M.

⁸ Same rates apply in Stoneham and Winchester.

⁹ Before 6 P.M., time and one-half; after 6 P.M., double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Plumbers and Pipe Fitters — Con.									
<i>Steam Fitters' Helpers — Con.</i>									
Fall River:									
First year,	\$0.18 $\frac{1}{4}$	\$1.50	\$8.25	2 T.	2 T.	8	4	44	12
Second year, . . . . .	.21 $\frac{1}{4}$	1.75	9.62	2 T.	2 T.	8	4	44	12
Third year, . . . . .	.28 $\frac{1}{4}$	2.25	12.37	2 T.	2 T.	8	4	44	12
Haverhill (first year), . . . . .	.22 $\frac{3}{4}$ ¹¹	—	10.00	2 T.	2 T.	8	4	44	12
Haverhill (second and third years), . . . . .	.27 $\frac{1}{4}$ ¹¹	—	—	2 T.	2 T.	8	4	44	12
Holyoke, . . . . .	.20 $\frac{1}{2}$	—	—	1 —	2 T.	8	4	44	12
Lawrence,	—	—	12.00	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.34 $\frac{1}{4}$	2.75	15.12 $\frac{1}{2}$	2 T.	2 T.	8	4	44	12
Malden, ²	—	2.00	11.00	2 T.	2 T.	8	4	44	12
Medford (see Malden).									
New Bedford: ³									
First six months,	—	⁴ 2.25	—	2 T.	2 T.	8	4	44	12
Second six months,	—	⁴ 2.50	—	2 T.	2 T.	8	4	44	12
Second year,	—	⁴ 2.75	—	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.34 $\frac{1}{4}$	2.75	15.13	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Springfield:									
First year,	—	2.00	11.00	2 T.	2 T.	8	4	44	12
Second year,	—	2.18	12.00	2 T.	2 T.	8	4	44	12
Third year,	—	2.86	13.00	2 T.	2 T.	8	4	44	12
Fourth year,	—	2.55	14.00	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.32	—	14.00	1 —	2 T.	8	4	44	12
<i>Steam Fitters, Junior.</i>									
Lawrence,	—	—	21.00	2 T.	2 T.	8	4	44	12
Roofers.									
Boston:									
Journeymen,	—	4.40	24.20	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Men who lay paper, mop, ladel, and gravel,	—	4.00	22.00	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Brockton, . . . . .	.56 $\frac{1}{4}$	4.50	24.75	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.55	4.40	24.20	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
<i>Helpers.</i>									
Boston:									
Beginners,	—	3.00	16.50	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Experienced,	—	3.50	19.25	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Laborers,	—	2.50	13.75	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Brockton, . . . . .	.37 $\frac{1}{2}$	3.00	16.50	2 T.	2 T.	8	4	44	12
Sheet Metal Workers.									
Boston, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Boston (apprentices, after three years), . . . . .	.48	—	—	2 T.	2 T.	8	4	44	12
Fall River, . . . . .	.37 $\frac{1}{2}$	3.00	16.50	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Fitchburg,	—	3.50	21.00	2 T.	2 T.	8	8	48	—
Holyoke,	—	—	22.00	2 T.	2 T.	8	4	44	12
Holyoke (helpers),	—	—	15.00	2 T.	2 T.	8	4	44	12
Lynn,	—	5.00	27.50	4 —	2 T.	8	4	44	12
Marlborough, ⁵ . . . . .	.50	4.00	24.00	2 T.	2 T.	8	8	48	4

¹ Double time, except on Saturday afternoon, when regular rate is paid for emergency work.² Same rates apply in Everett and Medford.³ Scale of rates went into effect November 1, 1916.⁴ Regular rate until 9 P.M. and double time after 9 P.M. for shop work from September 1 to December 1; time and one-half until 9 P.M. and double time after 9 P.M. for shop work from December 1 to September 1; also double time for Saturday afternoon during entire year.⁵ Includes furnace workers and roofers.

TABLE 1. BUILDING TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Sheet Metal Workers									
— Con.									
New Bedford,	\$0.50	—	—	1—	2 T.	8	4	44	12
Pittsfield, . . . . .	.48	\$3.84	\$21.00	1½ T.	2 T.	8	4	44	12
Salem, . . . . .	.55	4.40	—	2 T.	2 T.	8	4	44	12
Springfield,	—	—	24.00	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.47½	—	—	2—	2 T.	8	4	44	12
Stonemasons.									
(See Bricklayers, Masons, and Plasterers.)									
Tile Layers and Helpers.									
Boston:									
Improvers, first year, . . . . .	.56½	4.50	22.50	2 T.	2 T.	8	2—	40	2—
Improvers, second year, . . . . .	.65½	5.25	26.25	2 T.	2 T.	8	2—	40	2—
Tile layers and setters,	—	6.00	30.00	2 T.	2 T.	8	2—	40	2—
Tile layers' helpers, . . . . .	.41½	3.30	16.50	2 T.	2 T.	8	2—	40	2—
Tinsmiths.									
Gloucester, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12

¹ Time and one-half before 9 P.M.; double time thereafter.

² On contract work between 5 P.M. and 9 P.M., time and one-half; other overtime, double time. On day work, double time for all overtime, except on Saturday afternoon, when regular rate is paid.

³ Work 5 days a week; no work on Saturday.

TABLE 2. DOMESTIC AND PERSONAL SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	Weekly Rates of Wages ¹	NUMBER OF HOURS OF LABOR ²							Hours Off on Half-holiday	Total Number of Hours Per Week	
		Mon-day	Tues-day	Wed-nesday	Thurs-day	Fri-day	Satur-day	Half-holiday (day not stated)			
Barbers.											
Adams,	\$12.00	10	11	11	11	11	13½	5	{	5	62½
Boston,	" 13.00	10½	10½	10½	10½	10½	12½	4		6	61½
Brookton,	15.00	5½	11	11	11	11	13	-	{	5½	58½
Chicopee,	15.00	5	10	10	10	10	14	-		5	62½
Clinton,	12.00	5½	11	11	11	11	14	-	{	5½	59
Fall River,	12.00	11½	11½	10½	11½	11½	13½	4½		5½	63½
Fitchburg,	14.00	5	11	11	11	11	13½	-	{	6	61½
Frammingham,	14.00	6	11½	11½	11½	11½	13½	-		5½	62½
Gardner,	13.00	11½	11½	11½	5	11½	14½	-	{	6½	64½
Haverhill,	13.00	5½	10½	10½	10½	10½	12½	-		5½	60½
Holyoke,	13.00	9½	10½	10½	9½	10½	13½	5½	{	4	60½
Lawrence,	14.00	10½	10½	10½	5½	10½	13½	5½		5½	59½
Leominster,	14.00	10½	11½	11½	5	11½	14	-	{	5½	64
Lowell, ³	" 13.00	5½	11	11	11	11	14	-		5½	63½
Lynn,	14.00	5½	10½	10½	10½	10½	13½	-	{	5½	61½
Milford,	13.00	4½	11	11	11	11	13	-		6½	61½
Natick,	14.00	6	11½	11½	11½	11½	13½	-	{	5½	64½
New Bedford,	13.00	5½	10½	10½	10½	10½	13½	-		5	61
North Adams,	14.00	10	11	11	11	10	13½	{ 4½	{	5½	61
Northampton,	13.00	9½	10½	10½	4½	10½	13½	5½		6½	59½
Pittsfield,	16.00	9½	10½	10½	9½	10½	13½	{ 3½	{	6	58
Quincy,	13.00	4	12	12	12	12	14	4½		8	66
Rockland,	15.00	4½	10½	9½	10½	10½	12½	-	{	6½	59
Salem,	12.00	4½	10½	10½	10½	10½	12½	-		6	59
Springfield,	" 16.00	9½	10½	10½	10½	9½	12½	{ 4½	{	5	59
Taunton,	14.00	5	11½	11½	11½	11½	14½	5½		6½	64½
Waltham,	13.00	4½	11	11	11	11	13	-	{	6½	61½
Webster, ⁴	" 15.00	5½	11	11	11	11	14	-		5½	63½
Westfield,	15.00	9	10½	10½	9	10½	12½	4½	{	4½	56½
Woburn,	14.00	9½	10½	10½	4½	12½	14	-		5½	55½
Worcester,	14.00	11	11	11	11	11	13	5½	{	6½	62½

¹ In many localities a weekly wage of a stated amount is guaranteed and also a bonus consisting of a portion of the weekly receipts, exceeding a specified sum, taken in by each barber. Thus the bonus consists of one-half of the receipts in excess of \$18 in Haverhill; in excess of \$20 in Boston, Lynn, Quincy, and Waltham; \$21 in Rockland; \$22 in Brookton; \$25 in Springfield; \$26 in Pittsfield (in some shops); and three-fifths of the receipts in excess of \$20 in Milford.

² In localities where a barber is allowed a specified number of hours as a half-holiday each week, but on no one stated day, the number of hours worked on a half-holiday varies according to the length of the day on which he takes such half-holiday. For example, if 5 hours is the time allowed as a half-holiday, and a barber takes it on a 10-hour day, he works on that day 5 hours, whereas if he takes it on an 11-hour day, he works 6 hours on that day.

³ Minimum weekly rate with accompanying bonus; agreement specifies, that for those receiving higher weekly rates of wages, one-half receipts over stated amounts, varying with amount of weekly wages shall be paid.

⁴ Have two half-holidays weekly; one on Thursday, one on another day, not stated.

⁵ Prevailing rate; no agreement establishing a minimum.

TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Bartenders.									
Boston,	-	-	\$21.00	\$0.40	\$0.50	10	10	60	-
Chicopee (hotel),	-	-	18.00	-	-	11½	6½	58½	12
Chicopee (saloon),	-	-	18.00	-	-	11½	7½	54	12
Clinton,	-	-	18.00	-	-	11	11	58	12
Fitchburg,	-	-	15.00	-	\$ 5.00	9	10½	55½	-
Gardner,	-	-	12.00	.40	.40	9½	10	56½	-
Gardner (spare or accommodation work),	-	10 \$3.00 4.00	-	-	-	11½	-	-	-
Gloucester,	-	-	18.00	-	-	10	10	60	-
Great Barrington,	-	-	18.00	-	-	9	9	54	-
Greenfield (hotel), ¹¹	-	-	15.00	-	.25	12½	12	61	-
Greenfield (saloon), ¹¹	-	-	18.00	-	.30	-	-	57	-
Haverhill,	-	-	18.00	1½ T.	2 T.	9	14	59	-
Holyoke,	-	-	20.00	-	.50	9	10	55	-
Lawrence,	\$0.30	-	18.00	.40	.50	10½	12	56	12
Lowell,	-	-	17.00	-	-	10½	10½	55½	12
Lynn,	-	-	21.00	-	-	-	-	57	-
Marlborough,	-	-	18.00	-	-	-	-	60	-
New Bedford (hotel),	-	-	18.00	18 .35	.50	8½	12	58	-
New Bedford (saloon),	-	-	18.00	18 .35	.50	8½	12	54½	-
North Adams (hotel),	-	-	21.00	-	-	14 7	12	14 65	-
North Adams (saloon),	-	-	18.00	.50	.50	11	12	57	-
Northampton (hotel),	-	-	21.00	-	-	11	-	60	-
Northampton (saloon),	-	-	18.00	-	-	9	11	56	-
Northampton (spare or accommodation work),	-	3.50 4.00	-	-	-	9	-	-	-
Pittsfield (hotel),	-	-	21.00	-	.50	9	10	-	-
Pittsfield (saloon),	-	-	18.00	-	-	9	11	56	-
Pittsfield (spare or accommodation work),	-	4.00	-	-	-	-	-	-	-

¹ For explanation of symbols see note 1 on page 8.

² Spare or accommodation work, \$4 a day for Saturday; \$5 a day for Sunday.

³ Two days, 6½ hours each; 3 days, 11½ hours each.

⁴ Hotel men work 11½ hours on alternate Sundays, but in a majority of establishments have a day off during the week to compensate.

⁵ One day 3 hours.

⁶ Rate per day.

⁷ With board.

⁸ Without board.

⁹ Two days, 6½ hours each; 3 days, 11½ hours each.

¹⁰ First 5 days, \$3 a day; Saturday, \$4 a day.

¹¹ Prevailing rate; no agreement enforcing this rate.

¹² Three days, 6 hours each; 2 days, 12 hours each; on alternate Sundays 14 hours, averaging 7 hours on Sunday for entire year.

¹³ Overtime on Saturday, 40 cents an hour.

¹⁴ Hotel men work 8 hours on Sunday, and for 5 days of the week work long and short days in alternate weeks; one week, work 11 hours each on 3 days, 7 hours each on 2 days, 12 hours on Saturday, and 8 hours on Sunday, — a total of 67 hours a week; the next week, work 7 hours each on 3 days, 11 hours each on 2 days, 12 hours on Saturday, and 8 hours on Sunday, — a total of 63 hours a week, making the average for the entire year 65 hours a week.

¹⁵ Saloon men, for 5 days of the week, work long and short days in alternate weeks; one week, work 11 hours each on 3 days, 7 hours each on 2 days, and 12 hours on Saturday, — a total of 59 hours a week; the next week, work 7 hours on 3 days, 11 hours each on 2 days, and 12 hours on Saturday, — a total of 55 hours a week, making the average for the entire year 57 hours a week.

TABLE 2. DOMESTIC AND PERSONAL SERVICE—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Bartenders—Con.										
Springfield (hotel),	-	-	{ ¹ \$18.00	-	-	-	-	62	-	
Springfield (saloon),	-	-	{ ² 21.00	-	-	9	11	56	-	
Springfield (spare or accommodation work),	-	\$5.00	-	\$0.50	-	-	10	-	-	
Taunton (hotel),	-	-	18.00	-	-	-	-	63	12	
Taunton (saloon),	-	-	15.00	-	-	-	-	63	12	
Ware (hotel),	-	-	18.00	1½ T.	1½ T.	8½	12	52½	-	
Ware (saloon),	-	-	18.00	-	-	8½	12	54½	-	
Westfield,	-	-	18.00	-	-	9	10	55	-	
Westfield (spare or accommodation work),	-	{ 3.50	-	.35	\$0.50	{ 9	-	-	-	
Worcester,	-	{ 5.00	20.00	-	-	{ 10	10	60	-	
Worcester (spare or accommodation work),	-	{ 4.00	-	-	-	{ 10	-	-	-	
		{ 5.00	-	-	-	-	10	-	-	
Bootblacks.										
North Adams,	\$0.25	-	-	Reg.	Reg.	{ 10	14	{ 67	-	
						{ 11	15	{ 74		
Hotel and Restaurant Employees.										
Cooks, First.										
Boston (men, hotel),	-	5.00	25.00	1½ T.	1½ T.	10	10	60	-	
Brockton (men),	-	-	{ ¹ 15.00	.25	-	-	-	70	-	
Brockton (women),	-	-	{ ² 12.00	.25	-	-	-	54	-	
New Bedford (men, hotel),	-	-	12.00	-	-	12	12	84	-	
Springfield (men, café),	-	-	{ ¹ 15.00	-	-	-	-	60	-	
Springfield (men, hotel),	-	-	21.00	-	-	-	-	60	-	
Springfield (men, restaurant and lunch room),	-	-	{ ¹ 15.00	.50	.50	12	12	72	-	
Cooks, Fry.										
Springfield (men, hotel),	-	-	12.00	-	-	-	-	60	-	
Cooks, Order.										
Boston (men, hotel, day),	-	3.00	15.00	1½ T.	1½ T.	10	10	60	-	
Brockton (order cooks or night men),	-	-	{ ¹ 12.00	.25	-	-	-	84	-	
Brockton (meat and order, women),	-	-	{ ¹ 12.00	.25	-	-	-	54	-	
New Bedford (men, hotel),	-	-	12.00	-	-	12	12	84	-	
Springfield (men, restaurant),	-	-	{ ¹ 12.00	.30	.30	12	12	72	-	
Cooks, Pastry.										
Brockton (men),	-	-	{ ¹ 15.00	.25	-	-	-	70	-	
Brockton (women),	-	-	{ ¹ 10.00	.25	-	-	-	54	-	
Cooks, Second.										
Boston (men, hotel),	-	4.00	20.00	1½ T.	1½ T.	10	10	60	-	
Brockton (men),	-	-	{ ¹ 10.00	.25	-	-	-	70	-	
Brockton (women),	-	-	{ ¹ 10.00	.25	-	-	-	54	-	
Springfield (men, hotel),	-	-	18.00	-	-	-	-	60	-	
Cooks, not Stated.										
Holyoke,	-	-	12.00	-	.25	12	12	84	-	

¹ With board.² Without board.³ On Sunday, 8 hours.⁴ Hours shown are averages; weather conditions affect trade. In winter average hours, 67 (3 hours on Sunday); in summer average hours, 74 (4 hours on Sunday).⁵ And meals.⁶ On Labor Day, double time; other overtime, 25 cents an hour.⁷ Rate per hour or majority fraction thereof.

TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Hotel and Restaurant Employees — Con.									
<i>Dish Washers.</i>									
Brockton (men),	-	-	\$7.00	\$0.25	2-	-	-	70	-
Brockton (women),	-	-	6.00	.25	2-	-	-	54	-
<i>Pantrymen.</i>									
Brockton,	-	-	10.00	.25	2-	-	-	70	-
<i>Pantrywomen.</i>									
Brockton,	-	-	10.00	.25	2-	-	-	54	-
<i>Waiters.</i>									
Boston (men):									
Hotels,	-	-	\$35.00	.35	\$0.35 {	8½	8½	76½	6
Noon waiters,	-	-	6.00	-	-	14	-	-	-
Party and banquet men (dress suits),	-	\$2.50	-	.35	-	-	-	-	-
Party and banquet men (jackets),	-	2.00	-	.35	-	-	-	-	-
Sunday men,	\$0.35	-	-	.35	.35	-	-	-	-
Brockton (restaurant, men),	-	-	12.00	.25	2-	-	-	65	-
Brockton (restaurant, women),	-	-	7.00	.25	2-	-	-	54	-
Holyoke,	-	-	12.00	-	.25	12	12	84	-
New Bedford:									
Cafes,	-	-	8.00	-	-	12	12	84	-
Hotels,	-	-	7.00	-	-	12	12	84	-
Restaurants, men,	-	-	8.00	-	-	12	12	84	-
Restaurants, women,	-	-	4.00	-	-	-	-	-	-
Springfield:									
Cafes,	-	-	12.00	-	-	-	-	60	-
Clubs,	-	-	10.00	-	-	-	-	60	-
Hotels,	-	-	30.00	-	-	-	-	60	-
Noon waiters,	-	-	7.00	-	-	-	-	-	-
Party and banquet men (dress suits),	-	3.00	-	-	-	-	-	-	-
Party and banquet men (jackets),	-	2.00	-	-	-	-	-	-	-
Restaurants,	-	-	12.00	7.30	7.30	12	12	72	-
Sunday men,	-	3.00	-	-	-	-	-	10	-
Laundry Workers.									
Boston:									
Mangle hands,	-	-	6.00	2 T.	2 T.	9	9	54	3
Starchers,	-	-	12.00	2 T.	2 T.	9	9	54	3
Washermen,	-	-	16.00	2 T.	2 T.	9	9	54	3
Wringermen,	-	-	11.00	2 T.	2 T.	9	9	54	3
Brockton:									
Collar shapers,	-	-	6.50	2 T.	2 T.	9	5	50	12
Dampeners, collars,	-	-	6.50	2 T.	2 T.	9	5	50	12
Dampeners, shirts,	-	-	6.00	2 T.	2 T.	9	5	50	12
General hands,	-	-	9.00	2 T.	2 T.	9	5	50	12
Helpers (distributing room),	-	-	6.00	2 T.	2 T.	9	5	50	12

1 And meals.

2 On Labor Day, double time; other overtime, 25 cents an hour.

3 Rate per month.

4 On two days work 8½ hours each and on 3 days work 14 hours each.

5 Alternate weeks work 12 hours and 6 hours on Sunday, averaging 76½ hours a week for the year.

6 Rate per month and board.

7 Rate per hour or majority fraction thereof.

8 And 2 meals a day.

9 During 3 months 9½ hours on 5 days, 4½ hours on Saturday, 53½ hours per week.

TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holid-ays (Hour)	Mon-day to Fri-day	Sat-urday		
Laundry Workers — Con.									
Brockton — Con.									
Ironers, body,	-	-	\$8.00	2 T.	2 T.	9	5	50	12
Ironers, bosom machine,	-	-	9.00	2 T.	2 T.	9	5	50	12
Ironers, collars,	-	-	7.00	2 T.	2 T.	9	5	50	12
Ironers, hand,	-	-	9.00	2 T.	2 T.	9	5	50	12
Ironers, neck bands,	-	-	6.50	2 T.	2 T.	9	5	50	12
Ironers, sleeve,	-	-	6.00	2 T.	2 T.	9	5	50	12
Ironers, starchers or hand, and rough dry,	-	-	9.00	2 T.	2 T.	9	5	50	12
Ironers, tyler,	-	-	10.00	2 T.	2 T.	9	5	50	12
Ironers, wrist,	-	-	6.00	2 T.	2 T.	9	5	50	12
Mangle hands,	-	-	8.00	2 T.	2 T.	9	5	50	12
Markers and distributors,	-	-	10.00	2 T.	2 T.	9	5	50	12
Shirt finishers,	-	-	9.00	2 T.	2 T.	9	5	50	12
Shirt folders,	-	-	6.50	2 T.	2 T.	9	5	50	12
Shirt press machine opera-tors,	-	-	9.00	2 T.	2 T.	9	5	50	12
Starchers,	-	-	9.00	2 T.	2 T.	9	5	50	12
Starchers' helpers,	-	-	6.50	2 T.	2 T.	9	5	50	12
Washerwomen,	-	-	15.00	2 T.	2 T.	9	5	50	12
Washerwomen,	-	-	9.00	2 T.	2 T.	9	5	50	12
Wringers,	-	-	12.00	2 T.	2 T.	9	5	50	12
Haverhill (men):									
Polishers,	-	\$2.00	12.00	1½ T.	-	9	9	54	-
Washers,	-	2.00	12.00	1½ T.	-	9	9	54	-
Haverhill (women):									
Ironers, big hand,	-	1.60	9.60	1½ T.	-	9	9	54	-
Ironers, starch,	-	1.60	9.60	1½ T.	-	9	9	54	-
All other employees,	-	1.35	8.10	1½ T.	-	9	9	54	-

TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	Monthly Rates of Wages ¹ with Board	OCCUPATIONS AND MUNICIPALITIES.	Monthly Rates of Wages ¹ with Board
Marine Cooks and Stewards.		Marine Cooks and Stewards — Con.	
Boston:		Boston — Con.	
Bakers,	\$70.00	Messmen (second),	\$30.00
	75.00	Pantrymen,	40.00
	85.00		45.00
Bakers (second hands),	40.00	Pantrymen, assistant,	25.00
	45.00		30.00
Barmen,	60.00	Porters,	35.00
Butchers,	50.00	Printers,	35.00
	70.00	Scullerymen,	25.00
	75.00		60.00
Cooks, chief,	90.00		80.00
	125.00	Stewards, chief,	85.00
	130.00		100.00
Cooks, fry,	60.00		125.00
	50.00		40.00
	55.00	Stewards, second,	50.00
Cooks, second,	60.00		55.00
	90.00		25.00
	35.00	Stewards, steerage,	35.00
Cooks, third,	45.00	Stewardesses,	25.00
Kitchenmen,	30.00	Waiters,	30.00
	35.00	Waiters, head,	40.00
Laundrymen,	30.00	Watchmen, night,	35.00
Mess boys,	30.00		
Messmen,	30.00		
	35.00		

¹ Rates of wages shown are monthly rates (with board), according to class of ship, its cargo, or destination. The maximum number of hours of labor is not prescribed.

TABLE 3. FOOD, LIQUORS, AND TOBACCO.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Bakers.										
<i>Apprentices.</i>										
Haverhill,	-	-	\$10.00	\$0.35	\$0.35	9	9	54	-	
Lawrence,	-	-	10.00	.35	.35	9	9	54	-	
Springfield (Union A, first year),	-	-	10.00	.20	1-	9	9	54	-	
Springfield (Union A, second year),	-	-	12.00	-	1-	9	9	54	-	
<i>Foremen.</i>										
Boston (Union A),	-	-	24.00	-	-	8	8	48	-	
Boston (Union B),	-	-	20.00	.40	.40	10	10	60	-	
Boston (shop crew of four or more),	-	-	24.00	.50	.50	9	9	54	-	
Boston (shop crew of less than four),	-	-	21.00	.50	.50	9	9	54	-	
Haverhill,	-	-	18.00	.35	.35	9	9	54	-	
Holyoke,	-	-	21.00	1½ T.	-	9	9	54	-	
Lawrence,	-	-	18.00	.35	.35	9	9	54	-	
Lynn (Union A),	-	-	25.00	.50	.50	9	9	54	-	
Salem,	-	-	20.00	.35	2 T.	9	9	54	-	
Springfield (Union A),	-	-	21.00	.45	1-	9	9	54	-	
Springfield (Union B),	-	-	26.00	.50	-	9	9	54	-	
Taunton,	-	-	20.00	.60	.60	9	9	54	-	
Worcester,	\$0.45	-	-	.50	-	9	9	54	-	
<i>General Bakers in Small Shops.</i>										
Boston (Union B),	-	-	16.00	.40	.40	10	10	60	-	
Brockton,	-	-	21.00	.50	.50	9	9	54	-	
Springfield (Union A),	-	-	18.00	.35	1-	9	9	54	-	
<i>Jobbers (Benchmen).</i>										
Boston (Union A),	-	\$3.50	-	-	-	8	8	48	-	
Boston (Union B),	-	3.00	-	.40	.40	10	10	60	-	
Brockton,	-	2.50	-	.50	.50	9	9	54	-	
Haverhill,	-	2.00	-	.35	.35	9	9	54	-	
Holyoke,	-	3.50	-	1½ T.	-	9	9	54	-	
Lawrence,	-	3.00	-	.35	.35	9	9	54	-	
Lynn (Union A),	-	4.00	-	.50	.50	9	9	54	-	
<i>Jobbers (Foremen).</i>										
Boston (Union A),	-	4.50	-	-	-	8	8	48	-	
Boston (Union B),	-	3.50	-	.40	.40	10	10	60	-	
Brockton,	-	4.00	-	.50	.50	9	9	54	-	
Holyoke,	-	4.00	-	1½ T.	-	9	9	54	-	
Lynn (Union A),	-	5.00	-	.50	.50	9	9	54	-	
<i>Second Hands.</i>										
Boston (Union B),	-	-	16.00	.40	.40	10	10	60	-	
Brockton,	-	-	20.00	.50	.50	9	9	54	-	
Haverhill,	-	-	16.00	.35	.35	9	9	54	-	
Holyoke,	-	-	18.00	1½ T.	-	9	9	54	-	
Lawrence,	-	-	16.00	.35	.35	9	9	54	-	
Lynn (Union A),	-	-	21.00	.50	.50	9	9	54	-	
Salem,	-	-	18.00	.35	2 T.	9	9	54	-	

¹ For explanation of symbols see note 1 on page 8.

² Double time on Sundays or on seventh day if working Sunday as a regular day; on holidays, time and one half.

³ Friday off; 8 hours on Sunday.

⁴ Friday off; 9 hours on Sunday.

⁵ No work on Saturday; work 9 hours on Sunday.

⁶ Hourly rate for work on Sunday; no work on holidays.

⁷ Night work 9 hours; day work 10 hours.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Bakers — Con.									
<i>Second Hands — Con.</i>									
Springfield (Union A),	-	-	\$18.00	\$0.35	1-	9	9	54	-
Springfield (Union B),	-	-	22.00	.45	-	9	2-	54	-
Taunton,	-	-	16.00	.50	\$0.50 {	4 9	4 9	54	-
Worcester,	\$0.40	-	-	.50	-	10	10	60	-
						9	2-	54	-
<i>Third or Under Hands.</i>									
Boston (Union A),	-	-	18.00	-	-	8	8	48	-
Boston (Union B),	-	-	15.00	.40	.40	10	10	60	-
Brockton,	-	-	18.00	.50	.50	9	9	54	-
Haverhill,	-	-	15.00	.35	.35	9	9	54	-
Holyoke,	-	-	16.00	1½ T.	-	9	9	54	-
Lawrence,	-	-	15.00	.35	.35	9	9	54	-
Lynn (Union A),	-	-	19.00	.50	.50	9	9	54	-
Salem,	-	-	17.00	.35	2 T.	9	9	54	-
Springfield (Union A),	-	-	16.00	.35	1-	9	9	54	-
Springfield (Union B),	-	-	19.00	.40	-	9	2-	54	-
Taunton,	-	-	15.00	.40	1.40 {	4 9	4 9	54	-
Worcester, . . . . .	.35	-	-	.50	-	10	10	60	-
						9	2-	54	-
Bottlers and Drivers.									
<i>Bottlers.¹</i>									
Boston,	-	-	17.00	.50	.50	8	8	48	-
Chicopee,	-	-	15.00	.40	2 T.	8	14	54	-
Holyoke,	-	-	15.00	.50	2 T.	10	14	64	-
Lowell,	-	-	18.50	.50	.50	8	8	48	-
New Bedford,	-	-	16.00	.50	.50	8	8	48	-
						9	9	54	-
Pittsfield,	-	-	15.00	.50	.50	8	8	48	-
						9	9	54	-
Springfield (first men),	-	-	19.00	.50	2 T.	8	8	48	-
Springfield,	-	-	18.00	.50	2 T.	8	8	48	-
Worcester (breweries),	-	-	18.25	.50	2 T.	8	8	48	-
Worcester (wholesale shops),	-	-	19.00	.50	2 T.	8	8	48	-
						9	9	54	-
<i>Chauffeurs.</i>									
Boston,	-	-	20.50	-	-	9	9	54	-
Chicopee,	-	-	18.00	.40	2 T.	8	14	54	-
Holyoke,	-	-	18.00	.50	2 T.	10	14	64	-
Pittsfield,	-	-	18.00	-	-	8	8	48	-
						9	9	54	-
Springfield,	-	-	19.00	.50	2 T.	8	8	48	-
Worcester (wholesale shops),	-	-	21.00	.50	2 T.	10	14	64	-

¹ Double time on Sundays or on seventh day if working Sunday as a regular day; on holidays, time and one-half.

² No work on Saturday; work 9 hours on Sunday.

³ No work on holidays.

⁴ Night work 9 hours; day work 10 hours.

⁵ Friday off; 8 hours on Sunday.

⁶ Friday off; 9 hours on Sunday.

⁷ Machine operators usually; in some cases fill bottles by hand.

⁸ For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

⁹ For 2 months, 9 hours a day, 54 hours a week; for 10 months, 8 hours a day, 48 hours a week, beginning Sept. 1, 1916.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Bottlers and Drivers — Con.									
<i>Chauffeurs' Helpers.</i>									
Boston,	-	-	\$15.50	-	-	9	9	54	-
Chicopee,	-	-	15.00	\$0.40	2 T.	8	14	54	-
Holyoke,	-	-	13.00	.50	2 T.	10	14	64	-
Pittsfield,	-	-	16.00	-	-	8	8	148	-
						9	9	54	-
<i>Drivers.</i>									
Boston,	-	-	18.50	-	-	9	9	54	-
Chicopee (single),	-	-	18.00	.40	2 T.	8	14	54	-
Holyoke (single),	-	-	16.50	.50	2 T.	10	14	64	-
Holyoke (double),	-	-	18.00	.50	2 T.	10	14	64	-
Lowell (single, yard),	-	-	20.00	-	-	8	8	48	-
Lowell (double),	-	-	21.00	-	-	8	8	48	-
Lowell (double, depot),	-	-	21.00	-	-	8	8	48	-
New Bedford,	-	-	17.00	.50	\$0.50	9	9	54	-
Pittsfield,	-	-	17.00	-	-	8	8	148	-
						9	9	54	-
Springfield (single),	-	-	19.00	.50	2 T.	8	8	48	-
Worcester (breweries),	-	-	21.00	.50	2 T.	8	8	148	-
						9	9	54	-
Worcester (wholesale shops),	-	-	21.00	.50	2 T.	10	14	64	-
<i>Drivers' Helpers.</i>									
Boston,	-	-	15.50	-	-	9	9	54	-
Holyoke,	-	-	13.00	.50	2 T.	10	14	64	-
Lowell (single or double),	-	-	18.00	-	-	8	8	48	-
New Bedford,	-	-	16.00	.50	.50	9	9	54	-
Pittsfield,	-	-	16.00	-	-	8	8	148	-
						9	9	54	-
Worcester (breweries),	-	-	19.50	.50	2 T.	8	8	148	-
Worcester (wholesale shops),	-	-	16.00	.50	2 T.	10	14	64	-
<i>Inside Helpers.</i>									
Holyoke,	-	-	13.50	.50	2 T.	10	14	64	-
Pittsfield,	-	-	15.00	.50	.50	8	8	148	-
						9	9	54	-
Springfield,	-	-	16.00	.50	2 T.	8	8	48	-
Worcester (breweries),	-	-	18.25	.50	2 T.	8	8	48	-
Worcester (wholesale shops),	-	-	17.00	.50	2 T.	8	8	148	-
						9	9	54	-
<i>Labelers.</i>									
New Bedford,	-	-	16.00	.50	.50	8	8	148	-
						9	9	54	-
Pittsfield,	-	-	15.00	.50	.50	8	8	148	-
						9	9	54	-
Worcester (breweries),	-	-	18.25	.50	2 T.	8	8	48	-
Worcester (wholesale shops, hand work),	-	-	12.00	.50	2 T.	8	8	148	-
						9	9	54	-
<i>Machine Operators.⁵</i>									
Boston,	-	-	17.00	.50	.50	8	8	48	-
Chicopee,	-	-	15.00	.40	2 T.	8	14	54	-
Holyoke,	-	-	15.00	.50	2 T.	10	14	64	-

¹ For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

² On draught teams, work 54 hours a week during 6 months, and 48 hours a week during 6 months.

³ Helpers on teams handling larger than half barrels, \$18.

⁴ For 2 months, 9 hours a day, 54 hours a week; for 10 months, 8 hours a day, 48 hours a week, beginning Sept. 1, 1916.

⁵ Machine operation includes bottling, labeling, capping, crowning, pasteurising, soaking, and washing.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Bottlers and Drivers — Con.									
<i>Machine Operators — Con.</i>									
Lowell,	-	-	\$18.50	\$0.50	\$0.50	8	8	48	-
Lowell (pasteurizers), . . .	-	-	17.50	.50	.50	8	8	48	-
New Bedford,	-	-	16.00	.50	.50	8	8	1 48	-
Pittsfield,	-	-	15.00	.50	.50	9	9	54	-
Springfield,	-	-	18.00	.50	2 T.	8	8	1 48	-
Worcester (breweries), . . .	-	-	20.25	.50	2 T.	8	8	48	-
Worcester (wholesale shops), .	-	-	19.00	.50	2 T.	8	8	2 48	-
<i>Packers.</i>									
Boston,	-	-	17.00	.50	.50	8	8	48	-
Lowell,	-	-	18.50	.50	.50	8	8	48	-
New Bedford,	-	-	16.00	.50	.50	8	8	1 48	-
Pittsfield,	-	-	15.00	.50	.50	9	9	54	-
Springfield,	-	-	17.00	.50	2 T.	8	8	1 48	-
<i>Stablemen.</i>									
Lowell (first),	-	-	21.00	-	-	8	8	48	-
Lowell (second),	-	-	20.00	-	-	8	8	48	-
Pittsfield,	-	-	16.00	.50	.50	8	8	1 48	-
Worcester (breweries), . . .	-	-	18.25	.50	2 T.	9	9	54	-
Worcester (wholesale shops), .	-	-	17.50	.50	2 T.	8	8	2 48	-
<i>Other Employees (Unclassified).</i>									
Boston (inside workers), . . .	-	-	15.00	.50	.50	8	8	48	-
Boston (outside workers), . .	-	-	15.00	.50	.50	9	9	54	-
Lowell (inside workers), . . .	-	-	16.50	.50	.50	8	8	48	-
Pittsfield (inside workers), . .	-	-	15.00	.50	.50	8	8	1 48	-
Brewery Workmen.									
<i>Apprentices.</i>									
Boston (first year),	-	-	14.00	.50	2 50	8	8	48	-
Boston (second year),	-	-	16.00	.50	2 50	8	8	48	-
Fall River (first year), . . .	-	-	12.50	.50	.50	8	8	48	-
Fall River (second year), . . .	-	-	14.50	.50	.50	8	8	48	-
Haverhill (see Lawrence), . . .	-	-							
Holyoke (first year),	-	-	12.00	.50	2 T.	8	8	48	-
Holyoke (second year),	-	-	15.00	.50	2 T.	8	8	48	-
Lawrence (first year), ⁴	-	-	13.00	.50	.50	8	8	48	-
Lawrence (second year), ⁴ . . .	-	-	15.00	.50	.50	8	8	48	-
Lowell (first year),	-	-	15.00	.50	2 50	8	8	48	-
Lowell (second year),	-	-	17.00	.50	2 50	8	8	48	-
New Bedford (first year), . . .	-	-	15.00	.50	.50	8	8	48	-
Pittsfield (first year),	-	-	12.00	.50	.50	8	8	48	-
Pittsfield (second year),	-	-	13.00	.50	.50	8	8	48	-
Springfield (first year),	-	-	12.00	.50	2 T.	8	8	48	-
Springfield (second year), . . .	-	-	15.00	.50	2 T.	8	8	48	-
Worcester (first year),	-	-	16.00	.50	2 T.	8	8	48	-
Worcester (second year),	-	-	18.00	.50	2 T.	8	8	48	-
<i>Brewhouse Men.</i>									
Boston (first men),	-	-	20.00	.50	2 50	8	8	48	-
Boston (other men),	-	-	18.00	.50	2 50	8	8	48	-

¹ For 6 months, 48 hours a week, and for 6 months, 54 hours a week.² For 2 months, 9 hours a day, 54 hours a week; for 10 months, 8 hours a day, 48 hours a week, beginning Sept. 1, 1916.³ On legal holidays and election days, regular rate for full day.⁴ Same rates apply in Haverhill.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun- days and Holi- days (Hour)	Mon- day to Fri- day	Sat- urday			
Brewery Workmen — Con.										
<i>Brewhouse Men — Con.</i>										
Fall River (first men),	-	-	\$19.50	\$0.50	\$0.50	8	8	48	-	
Fall River (other men),	-	-	17.50	.50	.50	8	8	48	-	
Haverhill (<i>see</i> Lawrence).										
Holyoke (first men),	-	-	22.00	.50	2 T.	8	8	48	-	
Holyoke (other men),	-	-	20.00	.50	2 T.	8	8	48	-	
Lawrence (first men), ¹	-	-	22.00	.50	.50	8	8	48	-	
Lawrence (other men), ¹	-	-	20.00	.50	.50	8	8	48	-	
Lowell (first men),	-	-	23.00	.50	2.50	8	8	48	-	
Lowell (other men),	-	-	21.00	.50	2.50	8	8	48	-	
New Bedford (first men),	-	-	22.00	.50	.50	8	8	48	-	
New Bedford (other men),	-	-	20.00	.50	.50	8	8	48	-	
Pittsfield (first men),	-	-	21.00	.50	.50	8	8	48	-	
Pittsfield (other men),	-	-	19.00	.50	.50	8	8	48	-	
Springfield (first men),	-	-	22.00	.50	2 T.	8	8	48	-	
Springfield (other men),	-	-	20.00	.50	2 T.	8	8	48	-	
Worcester (first men),	-	-	26.00	.50	2 T.	8	8	48	-	
Worcester (other men),	-	-	21.00	.50	2 T.	8	8	48	-	
<i>Cellarmen.</i>										
Boston (first men),	-	-	20.00	.50	2.50	8	8	48	-	
Boston (other men),	-	-	18.00	.50	2.50	8	8	48	-	
Fall River (first men),	-	-	19.50	.50	.50	8	8	48	-	
Fall River (other men),	-	-	17.50	.50	.50	8	8	48	-	
Haverhill (<i>see</i> Lawrence).										
Holyoke (first men),	-	-	24.00	.50	2 T.	8	8	48	-	
Holyoke (other men),	-	-	20.00	.50	2 T.	8	8	48	-	
Lawrence (first men), ¹	-	-	22.00	.50	.50	8	8	48	-	
Lawrence (other men), ¹	-	-	20.00	.50	.50	8	8	48	-	
Lowell (first men),	-	-	23.00	.50	2.50	8	8	48	-	
Lowell (other men),	-	-	21.00	.50	2.50	8	8	48	-	
New Bedford (first men),	-	-	22.00	.50	.50	8	8	48	-	
New Bedford (other men),	-	-	20.00	.50	.50	8	8	48	-	
Pittsfield (first men),	-	-	21.00	.50	.50	8	8	48	-	
Pittsfield (other men),	-	-	19.00	.50	.50	8	8	48	-	
Springfield (first men),	-	-	24.00	.50	2 T.	8	8	48	-	
Springfield (other men),	-	-	20.00	.50	2 T.	8	8	48	-	
Worcester (first men),	-	-	24.00	.50	2 T.	8	8	48	-	
Worcester (other men),	-	-	21.00	.50	2 T.	8	8	48	-	
<i>Chauffeurs.</i>										
Boston (heavy trucks),	-	-	20.50	.50	2.50	9	9	54	-	
Fall River,	-	-	17.50	.50	.50	8	8	48	-	
Fall River (helpers),	-	-	15.50	.50	.50	8	8	48	-	
Haverhill (<i>see</i> Lawrence).						9	9	54	-	
Holyoke,	-	-	22.00	.50	2 T.	8	8	48	-	
Lawrence, ¹	-	-	22.00	.50	.50	8	8	48	-	
Springfield,	-	-	22.00	.50	2 T.	8	8	48	-	
Worcester (heavy trucks),	-	-	23.00	.50	2 T.	8	8	48	-	
<i>Coopers.</i>										
Boston (bench men),	-	-	26.50	1½ T.	2 T.	8	8	48	3	
Boston (first men),	-	-	29.50	1½ T.	2 T.	8	8	48	3	
Holyoke (first men),	-	-	22.00	.50	2 T.	8	8	48	-	
Pittsfield (first men),	-	-	20.00	.50	.50	8	8	48	-	
Springfield (first men),	-	-	22.00	.50	2 T.	8	8	48	-	
Worcester (bench men),	-	-	26.50	1½ T.	2 T.	8	8	48	-	
Worcester (first men),	-	-	29.50	1½ T.	2 T.	8	8	48	-	

¹ Same rates apply in Haverhill.

² On legal holidays and election days, regular rate for full day.

³ Regular work on Sunday, \$3.50 a day; on legal holidays and election days, regular rate for full day.

⁴ For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Brewery Workmen — Con.										
Drivers.										
Boston (depot),	-	-	\$18.50	\$0.50	\$0.50	9	9	54	-	
Boston (route),	-	-	19.50	.50	1.50	9	9	54	-	
Haverhill (see Lawrence),	-	-	-	-	-	-	-	-	-	
Holyoke (depot),	-	-	19.00	.50	2 T.	8	8	48	-	
Holyoke (route),	-	-	22.00	.50	2 T.	8	8	48	-	
Lawrence (depot), ²	-	-	19.00	.50	.50	8	8	48	-	
Lawrence (route), ²	-	-	20.00	.50	.50	8	8	48	-	
New Bedford,	-	-	20.50	.50	.50	9	9	54	-	
Springfield (depot),	-	-	19.00	.50	2 T.	8	8	48	-	
Springfield (route),	-	-	22.00	.50	2 T.	8	8	48	-	
Worcester,	-	-	22.00	.50	2 T.	8	8	48	-	
						9	9	54	-	
Drivers' Helpers.										
Boston (single or double),	-	-	16.50	.50	1.50	9	9	54	-	
Haverhill (see Lawrence),	-	-	-	-	-	-	-	-	-	
Lawrence (single or double), ³	-	-	18.00	.50	.50	8	8	48	-	
New Bedford,	-	-	18.50	.50	.50	9	9	54	-	
Springfield,	-	-	19.00	.50	2 T.	8	8	48	-	
Worcester,	-	-	20.50	.50	2 T.	8	8	48	-	
						9	9	54	-	
Engineers, Stationary.										
Boston (assistant),	-	-	28.00	2 T.	2 T.	8	8	48	-	
Boston (chief),	-	-	35.00	2 T.	2 T.	8	8	48	-	
Fall River (chief),	-	-	30.00	.70	.70	8	8	48	-	
Fall River (other),	-	-	23.00	.70	.70	8	8	48	-	
Haverhill (see Lawrence),	-	-	-	-	-	-	-	-	-	
Holyoke,	-	-	25.00	-	-	8	8	56	-	
Lawrence, ⁴	-	-	28.00	.50	-	8	8	56	-	
Lawrence (assistant), ⁵	-	-	26.00	.50	-	8	8	56	-	
New Bedford (assistant),	-	-	25.25	Reg.	Reg.	8	8	48	-	
New Bedford (chief),	-	-	32.50	Reg.	Reg.	8	8	48	-	
Pittsfield,	-	-	21.00	.50	-	8	8	56	-	
						10	10	70	-	
Springfield,	-	-	25.00	-	-	8	8	56	-	
Worcester (chief),	-	-	45.00	2 T.	2 T.	8	8	48	-	
Worcester (other),	-	-	28.00	2 T.	2 T.	8	8	48	-	
Fermenting Room Men.										
Boston (first men), ⁶	-	-	20.00	.50	1.50	8	8	48	-	
Boston (other men),	-	-	18.00	.50	1.50	8	8	48	-	
Fall River (first men),	-	-	19.50	.50	.50	8	8	48	-	
Fall River (other men),	-	-	17.50	.50	.50	8	8	48	-	
Haverhill (see Lawrence),	-	-	-	-	-	-	-	-	-	
Holyoke (first men),	-	-	22.00	.50	2 T.	8	8	48	-	
Holyoke (other men),	-	-	20.00	.50	2 T.	8	8	48	-	
Lawrence (first men), ²	-	-	22.00	.50	.50	8	8	48	-	
Lawrence (other men), ²	-	-	20.00	.50	.50	8	8	48	-	
Lowell (first men),	-	-	22.00	.50	1.50	8	8	48	-	
Lowell (other men),	-	-	21.00	.50	1.50	8	8	48	-	
New Bedford (first men),	-	-	22.00	.50	.50	8	8	48	-	
New Bedford (other men),	-	-	20.00	.50	.50	8	8	48	-	
Pittsfield (first men),	-	-	20.00	.50	.50	8	8	48	-	
Pittsfield (other men),	-	-	19.00	.50	.50	8	8	48	-	
Springfield (first men),	-	-	22.00	.50	2 T.	8	8	48	-	
Springfield (other men),	-	-	20.00	.50	2 T.	8	8	48	-	
Worcester (first men),	-	-	22.00	.50	2 T.	8	8	48	-	
Worcester (other men),	-	-	21.00	.50	2 T.	8	8	48	-	

¹ Regular work on Sunday, \$3.50 a day; on legal holidays and election days, regular rate for full day.² Same rates apply in Haverhill.³ For 6 months, 48 hours a week, and for 6 months, 54 hours a week.⁴ For 6 months, 56 hours a week, and for 6 months, 70 hours a week.⁵ On legal holidays and election days, regular rate for full day.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
Brewery Workmen — Con.									
<i>Firemen, Stationary.</i>									
Boston,	-	-	\$22.00	-	-	8	8	48	-
Fall River,	-	-	18.00	-	-	8	8	56	-
Haverhill (see Lawrence).	-	-	-	-	-	-	-	-	-
Holyoke,	-	-	22.00	-	-	8	8	56	-
Lawrence, ¹	-	-	23.00	\$0.50	-	8	8	56	-
Lowell,	-	-	21.00	2 T.	2 T.	8	8	48	-
Lowell (helpers),	-	-	17.00	2 T.	2 T.	8	8	48	-
Lowell (oilers),	-	-	19.25	2 T.	2 T.	8	8	48	-
New Bedford,	-	-	19.50	.50	\$0.50	8	8	48	-
Pittsfield,	-	-	16.00	.50	-	8	8	56	-
Springfield,	-	-	22.00	-	-	8	8	56	-
Worcester,	-	-	22.00	.50	Reg.	8	8	48	-
<i>Floormen.</i>									
Boston,	-	-	19.00	.50	2.50	8	8	48	-
Springfield,	-	-	20.00	.50	2 T.	8	8	48	-
<i>General Workmen.</i>									
Springfield,	-	-	20.00	.50	2 T.	8	8	48	-
<i>Machinists.</i>									
Boston (outside erecting and constructing),	\$0.56½	-	-	-	-	8	8	48	-
<i>Racking Room Men.</i>									
Boston (first men),	-	-	18.00	.50	2.50	8	8	48	-
Pittsfield (first men),	-	-	20.00	.50	.50	8	8	48	-
Springfield (Union A),	-	-	18.00	.50	2 T.	8	8	48	-
Springfield (Union B, first men),	-	-	22.00	.50	2 T.	8	8	48	-
Springfield (Union B, other men),	-	-	20.00	.50	2 T.	8	8	48	-
Worcester (first men),	-	-	22.00	.50	2 T.	8	8	48	-
Worcester (other men),	-	-	21.00	.50	2 T.	8	8	48	-
<i>Stablemen.</i>									
Boston (first men),	-	-	18.50	.50	2.50	9	9	54	-
Boston (other men),	-	-	17.00	.50	2.50	9	9	54	-
Haverhill (see Lawrence).	-	-	-	-	-	-	-	-	-
Holyoke (first men),	-	-	21.00	-	-	8	8	56	-
Lawrence, ¹	-	-	19.00	.50	.50	8	8	52	-
Springfield (first men),	-	-	21.00	-	-	8	8	56	-
Springfield (other men),	-	-	20.00	-	-	8	8	56	-
Worcester (first men),	-	-	21.50	.50	2 T.	8	8	48	-
Worcester (other men),	-	-	20.50	.50	2 T.	8	8	48	-
<i>Washhouse Men.</i>									
Boston (first men),	-	-	20.00	.50	2.50	8	8	48	-
Boston (other men),	-	-	18.00	.50	2.50	8	8	48	-
Fall River (first men),	-	-	19.50	.50	.50	8	8	48	-
Fall River (other men),	-	-	16.50	.50	.50	8	8	48	-
Haverhill (see Lawrence).	-	-	-	-	-	-	-	-	-
Holyoke (first men),	-	-	22.00	.50	2 T.	8	8	48	-
Holyoke (other men),	-	-	20.00	.50	2 T.	8	8	48	-
Lawrence (first men), ¹	-	-	21.00	.50	.50	8	8	48	-
Lawrence (other men), ¹	-	-	19.00	.50	.50	8	8	48	-
Lowell (first men),	-	-	23.00	.50	2.50	8	8	48	-
Lowell (other men),	-	-	20.00	.50	2.50	8	8	48	-
New Bedford (first men),	-	-	22.00	.50	.50	8	8	48	-
New Bedford (other men),	-	-	20.00	.50	.50	8	8	48	-

¹ Same rates apply in Haverhill.² On legal holidays and election days, regular rate for full day.³ Regular work on Sunday, \$3.50 a day; on legal holidays and election days, regular rate for full day.⁴ Six and one-half days.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Brewery Workmen — Con.										
<i>Warehouse Men — Con.</i>										
Pittsfield (first men), . . .	-	-	\$20.00	\$0.50	\$0.50	8	8	48	-	
Pittsfield (other men), . . .	-	-	19.00	.50	.50	8	8	48	-	
Springfield (first men), . . .	-	-	22.00	.50	2 T.	8	8	48	-	
Springfield (other men), . . .	-	-	20.00	.50	2 T.	8	8	48	-	
Worcester (first men), . . .	-	-	22.00	.50	2 T.	8	8	48	-	
Worcester (other men), . . .	-	-	21.00	.50	2 T.	8	8	48	-	
<i>Watchmen.</i>										
Boston, . . .	-	-	18.00	.50	1.50	9	9	54	-	
Haverhill (see Lawrence), . . .	-	-	18.00	.50	-	12	12	84	-	
Lawrence, . . .	-	-	23.00	.50	-	4	4	4	-	
Lowell, . . .	-	-	17.00	.50	-	12	12	84	-	
Pittsfield, . . .	-	-	22.00	.50	-	8	8	56	-	
Worcester, . . .	-	-	22.00	.50	-	8	8	56	-	
Fish Workers.										
Gloucester (handlers), . . .	\$0.30	-	16.20	Reg.	1½ T.	9	9	54	4	
Gloucester (splitters), . . .	.35	-	18.90	Reg.	1½ T.	9	9	54	4
Meat Cutters and Butcher Workmen.										
<i>Cambridge:</i>										
Gatemen, . . .	.16½	-	10.00	Reg.	Reg.	10	10	60	-
General employees, . . .	.16½	-	10.00	Reg.	Reg.	10	10	60	-
Sausage makers, . . .	-	-	16.00	1½ T.	1½ T.	9	5	50	12	
Tobacco Strippers.										
<i>Boston:</i>										
All-round strippers, . . .	-	-	8.00	2 T.	2 T.	8	5	45	12	
All-round strippers and bookers, . . .	-	-	9.00	2 T.	2 T.	8	5	45	12	
Binder strippers, . . .	-	-	8.00	2 T.	2 T.	8	5	45	12	
Binder strippers (machine), . . .	-	-	10.00	2 T.	2 T.	8	5	45	12	
Wrapper bookers, . . .	-	-	10.00	2 T.	2 T.	8	5	45	12	
Wrapper bookers and strippers, . . .	-	-	9.00	2 T.	2 T.	8	5	45	12	
Wrapper strippers, . . .	-	-	8.00	2 T.	2 T.	8	5	45	12	
Wrapper strippers (machine), . . .	-	-	11.00	2 T.	2 T.	8	5	45	12	
<i>Springfield:</i>										
All-round strippers and bookers, . . .	-	-	8.00	-	2 T.	8½	5	48	12	
Binder strippers, . . .	-	-	7.00	-	2 T.	8½	5	48	12	
Branders and stampers, . . .	-	-	8.00	-	2 T.	8½	5	48	12	
Machine workers, . . .	-	-	9.00	-	2 T.	8½	5	48	12	
Selectors, . . .	-	-	8.00	-	2 T.	8½	5	48	12	
Wrapper bookers, . . .	-	-	9.00	-	2 T.	8½	5	48	12	
Wrapper bookers and strippers, . . .	-	-	8.00	-	2 T.	8½	5	48	12	
Wrapper strippers, . . .	-	-	7.00	-	2 T.	8½	5	48	12	

¹ Regular work on Sunday, \$3.50 a day; on legal holidays and election days, regular rate for full day.

² Same rates apply in Haverhill.

³ Seven nights; one night off each two weeks.

⁴ Seven nights.

⁵ Five hours on Saturday, 50 hours a week, during 4 months.

⁶ One day, 9 hours.

TABLE 4. GARMENT TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Garment Workers.²										
<i>Clothing Cutters and Trimmers.</i>										
Boston:										
Liners,	-	-	\$18.00	1½ T.	-	9	4	49	12	
Trimmers,	-	-	15.00	1½ T.	-	9	4	49	12	
Trimming cutters,	-	-	21.00	1½ T.	-	9	4	49	12	
<i>Coat Cutters.</i>										
Boston,	-	-	27.00	1½ T.	-	9	4	49	12	
<i>Coat Makers.</i>										
Holyoke,	\$0.27½	\$2.75	16.50	\$0.35	\$0.35	10	10	60	-	
<i>Coat Stitchers.</i>										
Boston (sheepskin coats),	-	3.00	-	-	-	8½	4	46½	12	
<i>Dress Cutters.</i>										
Boston,	-	-	25.00	1½ T.	-	9	4	49	12	
<i>Hat and Cap Makers.</i>										
Boston:										
Cap blockers, . . . . .	.30	2.70	15.00	1½ T.	2 T.	9	5	50	12
Cap cutters, knife, . . . . .	.36	3.24	18.00	1½ T.	2 T.	9	5	50	12
Cap cutters, shear, . . . . .	.30	2.70	15.00	1½ T.	2 T.	9	5	50	12
Hatters,	-	-	22.00	-	-	9	5	50	12	
<i>Overall Workers, Cutters.</i>										
Boston,	-	-	18.00	1½ T.	2 T.	8½	4	46½	12	
North Brookfield,	-	-	18.00	1½ T.	2 T.	8½½	5½½	48	12	
<i>Overall Workers, Examiners.</i>										
Boston,	-	-	8.00	1½ T.	2 T.	8½	4	46½	12	
North Brookfield,	-	-	9.00	1½ T.	2 T.	8½½	5½½	48	12	
<i>Pressers.</i>										
Boston:										
Pressers, coat,	-	-	27.00	1½ T.	1½ T.	9	4	49	12	
Pressers, skirt,	-	-	25.00	1½ T.	1½ T.	9	4	49	12	
Underpressers, coat,	-	-	23.00	1½ T.	1½ T.	9	4	49	12	
Underpressers, skirt,	-	-	21.00	1½ T.	1½ T.	9	4	49	12	
Northampton,	-	-	16.00	.30	-	10	10	60	-	
<i>Skirt Cutters.</i>										
Boston,	-	-	25.00	1½ T.	-	9	4	49	12	
<i>Skirt Finishers.</i>										
Boston,	-	-	{ 9.00- 13.00	-	-	9	4	49	12	
<i>Skirt Makers.</i>										
Boston,	-	-	24.00	-	-	9	4	49	12	
<i>Tailors (Bushelmen).</i>										
Boston, . . . . .	.40	-	22.00	Reg.	Reg.	10	5	55	12
Brockton:										
Bushelmen and pressmen, first class shops,	4-	-	16.50	1½ T.	1½ T.	9	9	54	-	

¹ For explanation of symbols see note 1 on page 8.

² Piece rates prevail extensively in the garment trades and in hat and cap making. The time rates here shown represent the wages of comparatively few workers in these occupations.

³ Range of rates, according to work done.

⁴ Bushelmen working on coats, employed in first class shops, receive 33 cents an hour when employed by the hour instead of by the week.

TABLE 4. GARMENT TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Garment Workers — Con.									
<i>Tailors (Bushelmen) — Con.</i>									
Brockton — Con.									
Bushelmen and pressmen, second class shops, . . .	1 -	-	\$15.00	1½ T.	1½ T.	9	9	54	-
Tailors (new work) first class shops, . . .	-	-	20.00	1½ T.	1½ T.	9	9	54	-
Tailors (new work) second class shops, . . .	-	-	18.00	1½ T.	1½ T.	9	9	54	-
Holyoke (men), . . .	\$0.27½	\$2.75	16.50	\$0.35	\$0.35	10	10	60	-
Holyoke (women), . . .	-	2.00	12.00	.35	.35	9	9	54	-
Lowell, . . .	-	-	16.00	.30	-	9	9	54	3
North Adams, . . .	-	2.00	12.00	-	-	10	10	60	-
Northampton, . . .	-	-	16.00	.30	-	10	10	60	-
Pittsfield, . . .	-	-	16.00	-	-	10	10	60	-
Springfield, . . .	.30	3.00	18.00	-	-	10	10	60	-
Springfield (men, ready-made clothing stores), . . .	-	-	16.50	.40	.40	9	12	57	-
Springfield (women, ready-made clothing stores), . . .	-	-	10.00	.40	.40	9	12	54	-
Waist and Dress Makers.									
Boston:									
Apprentices, . . .	-	-	6.00	3 -	4 -	9	5	50	12
Buttonhole makers, . . .	-	-	9.00	3 -	4 -	9	5	50	12
Cutters, experienced, . . .	-	-	25.00	3 -	4 -	9	5	50	12
Drapers, . . .	-	-	12.00	3 -	4 -	9	5	50	12
Examiners, . . .	-	-	7.00	3 -	4 -	9	5	50	12
Finishers, . . .	-	-	7.00	3 -	4 -	9	5	50	12
Ironers, . . .	-	-	9.00	3 -	4 -	9	5	50	12
Machine operators, . . .	-	-	12.00	3 -	4 -	9	5	50	12
Pressers, under-. . .	-	-	18.00	3 -	4 -	9	5	50	12
Pressers, upper-. . .	-	-	22.00	3 -	4 -	9	5	50	12
Separate skirt makers (sample), who also work on dresses, . . .	-	-	22.00	3 -	4 -	9	5	50	12
Trimmers (hand), who also pin on trimmings, . . .	-	-	10.00	3 -	4 -	9	5	50	12
Trimmers, hand (others), . . .	-	-	9.00	3 -	4 -	9	5	49	12
Waterproof Garment Workers.									
Boston:									
Buttonhole workers, men, . . .	-	-	20.00	1½ T.	-	9	5	50	12
Buttonholeworkers, women, . . .	-	-	16.00	1½ T.	-	9	5	50	12
Cutters, . . .	-	-	25.00	1½ T.	-	9	5	50	12
Finishers, . . .	-	-	8.00	1½ T.	-	9	5	50	12

¹ Bushelmen working on coats, employed in second class shops, receive 25 cents an hour, when employed by the hour instead of by the week.

² During 3 months, work 5 hours on Thursday, 50 hours a week.

³ No work allowed before 8 A.M. or on Saturday afternoon; other overtime, time and one-half.

⁴ No work allowed on Sunday; on holidays, time and one-half.

⁵ During 6 months, work 50 hours a week, and during 6 months, work 49 hours a week.

TABLE 5. METALS AND MACHINERY.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Blacksmiths and Helpers.										
Lowell:										
Apprentices (blacksmiths and hardeners):										
First year,	-	-	\$8.00	1½ T.	2 T.	8	8	48	-	
Second year,	-	-	9.00	1½ T.	2 T.	8	8	48	-	
Third year,	-	-	11.00	1½ T.	2 T.	8	8	48	-	
Fourth year,	-	-	14.00	1½ T.	2 T.	8	8	48	-	
Blacksmiths,	\$0.49	-	-	1½ T.	2 T.	8	8	48	-	
Blacksmiths' helpers, . . . . .	.34	-	-	1½ T.	2 T.	8	8	48	-	
Hardeners, first class, . . . . .	.43	-	-	1½ T.	2 T.	8	8	48	-	
Hardeners, second class, . . . . .	.38	-	-	1½ T.	2 T.	8	8	48	-	
Pittsfield (acetylene welders, tank formers, and pressmen), . . . . .	.30	-	-	1½ T.	1½ T.	9	5	50	12	
Pittsfield (electric welders), . . . . .	.35	\$3.15	-	1½ T.	1½ T.	9	5	50	12	
Shelburne (cutlery workers), . . . . .	.30	-	-	Reg.	Reg.	9	9	54	6	
Boilermakers and Helpers.										
Boston:										
Boilermakers,	4.40	3.60	21.60	2 T.	2 T.	9	9	54	-	
Boilermakers' helpers,	4.30½	2.75	16.50	2 T.	2 T.	9	9	54	-	
Field tank work:										
Boilermakers,	4.62½	5.00	30.00	2 T.	2 T.	8	8	48	-	
Heaters,	4.46½	3.75	22.50	2 T.	2 T.	8	8	48	-	
Helpers,	4.37½	3.00	18.00	2 T.	2 T.	8	8	48	-	
Holders-on,	4.46½	3.75	22.50	2 T.	2 T.	8	8	48	-	
Lowell (boilermakers):										
First class, . . . . .	.40	3.60	-	1½ T.	1½ T.	9	8	53	-	
Second class, . . . . .	.38	3.42	-	1½ T.	1½ T.	9	8	53	-	
Third class, . . . . .	.32½	2.92½	-	1½ T.	1½ T.	9	8	53	-	
Layers-out, . . . . .	.36	3.24	-	1½ T.	1½ T.	9	8	53	-	
Lowell (boilermakers' helpers):										
First class, . . . . .	.37½	2.47½	-	1½ T.	1½ T.	9	8	53	-	
Second class, . . . . .	.36½	2.65½	-	1½ T.	1½ T.	9	8	53	-	
Third class, . . . . .	.35½	2.29½	-	1½ T.	1½ T.	9	8	53	-	
Fourth class, . . . . .	.33½	2.11½	-	1½ T.	1½ T.	9	8	53	-	
Can Makers.										
Boston, . . . . .	.15	-	7.50	1½ T.	1½ T.	9	5	50	12	
	.20	-	10.00							
	.25	-	12.50							
	.30	-	15.00							
	.35	-	17.50							
	.40	-	20.00							
Chandelier Makers.										
Boston:										
Apprentices, first year,	-	-	9.00	1½ T.	-	9	5	50	12	
Apprentices, second year,	-	-	11.00	1½ T.	-	9	5	50	12	
Apprentices, third year,	-	-	13.00	1½ T.	-	9	5	50	12	
Apprentices, fourth year,	-	-	15.00	1½ T.	-	9	5	50	12	

¹ For explanation of symbols see note 1 on page 8.

² Changed to 50 hours a week after October 1, 1916; previous to that time worked 52½ hours.

³ Work 5 hours on Saturday, 50 hours a week, during 6 months.

⁴ Prevailing rate; no agreement establishing a minimum rate.

⁵ In some cases work 5 hours on Saturday, 50 hours a week during 4 months; in others work 5 hours on Saturday, during entire year, and are paid for 54 hours. When working on outside work, hours are 8 a day, 48 a week, with same pay as for 9-hour day on inside work.

TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
Chandelier Makers — Con.									
Boston — Con.									
Dippers and platers, . . .	-	-	\$21.00	1½ T.	-	9	5	50	12
Dippers (plain), . . .	-	-	20.00	1½ T.	-	9	5	50	12
Leaquers (plain), . . .	-	-	17.00	1½ T.	-	9	5	50	12
Leaquers and bronsers (color experts), . . .	-	-	20.00	1½ T.	-	9	5	50	12
Lathe hands, . . .	-	-	20.00	1½ T.	-	9	5	50	12
Metal spinners, . . .	-	-	23.00	1½ T.	-	9	5	50	12
Vise hands (plain filers), . . .	-	-	17.00	1½ T.	-	9	5	50	12
Vise hands (tube benders), . . .	-	-	20.00	1½ T.	-	9	5	50	12
Copperamiths.									
Boston,	\$0.55	-	26.40	2 T.	2 T.	18	18	48	17
Crucible Workers.									
Taunton:									
Ball makers,	-	\$2.50	15.00	1½ T.	1½ T.	9	9	54	-
Finishers,	-	2.50	15.00	1½ T.	1½ T.	9	9	54	-
Jiggers,	-	2.75	16.50	1½ T.	1½ T.	9	9	54	-
Yardmen,	-	2.00	12.00	1½ T.	1½ T.	9	9	54	-
Cutting Die and Cutter Makers.									
Brockton:									
Bussers,	-	-	16.00	1½ T.	2 T.	8½	4½	48	12
Finishers,	-	-	18.00	1½ T.	2 T.	8½	4½	48	12
Forgers,	-	-	24.00	1½ T.	2 T.	8½	4½	48	12
Grinders,	-	-	19.00	1½ T.	2 T.	8½	4½	48	12
Polishers,	-	-	15.00	1½ T.	2 T.	8½	4½	48	12
Haverhill:									
Bussers,	-	-	15.00	1½ T.	2 T.	* 8½	5	48	12
Finishers, . . . . .	.40	-	-	1½ T.	2 T.	* 8½	5	48	12
Forgers, . . . . .	.54½	-	-	1½ T.	2 T.	* 8½	5	48	12
Grinders, . . . . .	.50	-	-	1½ T.	2 T.	* 8½	5	48	12
Lynn:³									
Bussers,	-	-	{ \$ 14.00— 17.00 }	1½ T.	2 T.	8½	4½	48	12
Finishers,	-	-	{ 18.00— 24.00 }	1½ T.	2 T.	8½	4½	48	12
Forgers,	-	-	{ 20.00— 27.50 }	1½ T.	2 T.	8½	4½	48	12
Grinders,	-	-	{ 18.00— 21.00 }	1½ T.	2 T.	8½	4½	48	12
Stoneham,	-	-	7.50	1½ T.	2 T.	* 8½	5	48	12
Die Sinkers and Trimmer Makers.									
Springfield:⁴									
Die sinkers,	-	* 5.00	-	1½ T.	-	9	* 8	* 53	* 4
Drop forgers, ⁵	-	* 4.00	-	-	-	9	* 8	* 53	* 4
Trimmer makers,	-	* 4.00	-	1½ T.	-	9	* 8	* 53	* 4

¹ During 7 months, work 8½ hours on 5 days, 4½ hours on Saturday; in one establishment, work 8½ hours on 5 days, 4½ hours on Saturday, during entire year.

² One day, 9 hours.

³ Prevailing range of rates; no agreement establishing a minimum.

⁴ Prevailing rate; no agreement establishing a minimum.

⁵ Work 5 hours on Saturday, 50 hours a week, during 4 months.

⁶ Usually do piece work.

TABLE 5. METALS AND MACHINERY—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun- days and Holi- days (Hour)	Mon- day to Fri- day	Sat- urday		
Electrical Workers.									
Gardner (welders),	\$0.20	-	1-	Reg.	-	10	9	50	5
Lowell, . . . . .	.43	-	-	1½ T.	1½ T.	8	8	48	-
Lowell (helpers), . . . .	.32	-	-	1½ T.	1½ T.	8	8	48	-
Lynn (shop), . . . . .	.55	\$4.40	\$24.20	4-	2 T.	8	4	44	12
Pittsfield, ¹ . . . . .	.30	2.70	15.00	1½ T.	1½ T.	9	5	50	12
Firemen, Stationary.									
Lowell:									
Belt fixers, . . . . .	.28	-	-	1½ T.	1½ T.	9	9	54	-
Belt fixers, foremen, . . .	.33	-	-	1½ T.	1½ T.	9	9	54	-
Coal passers, . . . . .	.27	-	-	-	-	12	12	84	-
Firemen, . . . . .	.33	-	-	-	-	12	12	84	-
Oilers, . . . . .	.28	-	-	1½ T.	1½ T.	9	9	54	-
Foundrymen.									
Gardner (furnace men), . .	.20	-	1-	Reg.	-	10	9	50	5
Gold Beaters.									
Boston,	-	-	20.00	-	-	-	6-	54	6-
Horsehoers (Firemen and Floormen).									
Boston,	-	-	22.00	-	-	9	7 8	7 53	7 9
Holyoke,	-	3.50	21.00	\$0.50	\$0.50	9	8 8	8 53	8 6
Springfield,	-	-	21.00	.50	2 T.	9	5	50	12
Worcester,	-	-	21.00	.50	.50	9	5	50	12
Last Makers.									
Beverly, ² . . . . .	.25	-	15.00	1½ T.	2 T.	9	5	50	12
Beverly (bench sawers), ³	.30	-	18.00	1½ T.	2 T.	9	5	50	12
Brockton:									
Borers and riveters, . . .	-	-	15.00	1½ T.	-	9	10 9	10 54	10 3
Floormen,	-	-	15.00	1½ T.	-	9	10 9	10 54	10 3
Shavers,	-	-	21.00	1½ T.	-	9	10 9	10 54	10 3
Stainers and stampers, . .	-	-	15.00	1½ T.	-	9	10 9	10 54	10 3
Trimmers,	-	-	19.00	1½ T.	-	9	10 9	10 54	10 3
Turners,	-	-	15.00	1½ T.	-	9	10 9	10 54	10 3
Lynn, ⁴ . . . . .	.25	-	15.00	1½ T.	-	9	5	50	12

¹ When working on piece work, weekly rate averages \$18.² During 5 months, work 5 hours on Saturday, 55 hours a week.³ Night workers receive 5 per cent more than day workers.⁴ Before 6 P.M., time and one-half; double time after 6 P.M. and also on Saturday afternoon.⁵ Prevailing rate; no agreement establishing a minimum.⁶ In some establishments have Saturday half-holiday during entire year, but make up the time on the other 5 days of the week.⁷ During 9 months, work 5 hours on Saturday, 50 hours a week.⁸ During 6 months, work 5 hours on Saturday, 50 hours a week.⁹ Paid at the rate of 60 hours a week but work 50 hours.¹⁰ During 3 months, work 5 hours on Saturday, 50 hours a week.

TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Machinists.										
<i>Apprentices.</i>										
Lowell: ¹										
First year,	\$0.15	-	-	1½ T.	2 T.	18	18	148	-	
Second year,	1.17½	-	-	1½ T.	2 T.	18	18	148	-	
Third year,	1.20	-	-	1½ T.	2 T.	18	18	148	-	
Taunton (Union A),	-	\$0.90	\$4.95	-	-	9	54½	540½	12	
Westfield, . . . . .	.12	-	-	1½ T.	2 T.	9	9	54	-	
<i>Assemblers.</i>										
Gardner, ² . . . . .	.20	-	4-	Reg.	-	10	59	559	5	
Lynn, ³ . . . . .	.32	-	-	-	-	9½	5	52	12	
Taunton (Union A), . . . .	.25	2.25	12.38	1½ T.	2 T.	9	54½	540½	12	
<i>Bench Hands.</i>										
Gardner, ² . . . . .	.20	-	4-	Reg.	-	10	59	559	5	
Lowell, ¹	1.30	-	-	1½ T.	2 T.	18	18	148	-	
<i>Blacksmiths.</i>										
Montague, ⁴ . . . . .	.33½	-	-	-	-	9	9	54	-	
New Bedford, ⁵ . . . . .	.33	-	-	-	-	9½	5½	54	12	
<i>Die Makers.</i>										
Springfield, . . . . .	.52	-	-	1½ T.	2 T.	8 8½	18 4½	148 48	7- 12	
Worcester, ⁶ . . . . .	.35	3.50	\$21.00	Reg.	Reg.	10	59	559	4	
<i>Drill Hands.</i>										
Gardner, ² . . . . .	.20	-	9-	Reg.	-	10	59	559	5	
Lowell, ¹	1.28	-	-	1½ T.	2 T.	18	18	148	-	
<i>Filers.</i>										
Taunton (Union A), . . . .	.25	2.25	12.38	1½ T.	2 T.	9	54½	540½	12	
<i>Fitters.</i>										
New Bedford, ⁸ . . . . .	.34	-	-	-	-	9½	5½	54	12	
Taunton (Union A), . . . .	.25	2.25	12.38	1½ T.	2 T.	9	54½	540½	12	
<i>Grinder Hands.</i>										
Lowell, ¹	1.32½	-	-	1½ T.	2 T.	18	18	148	-	
<i>Helpers.</i>										
Boston (Union A), . . . . .	.23½	-	-	10-	2 T.	8	8	48	-	
Watertown, . . . . .	.25	2.25	13.50	1½ T.	2 T.	9	9	54	-	
Westfield, . . . . .	.17½	-	-	1½ T.	2 T.	9	9	54	-	

¹ The rate of wages and the hours of labor shown are those in effect in two establishments having written agreements; in other establishments no minimum rate of wages is in effect and the hours of labor are 10 hours on the first 5 days of the week, 5 hours on Saturday, 55 hours a week.

² In a few establishments, employees work 8 hours on Saturday, 53 hours a week.

³ Prevailing rate; no agreement establishing a minimum.

⁴ When working on piece work, weekly rate averages \$16.50 a week.

⁵ During 5 months, work 5 hours on Saturday, 55 hours a week.

⁶ One day, 9 hours.

⁷ In some establishments work 8 hours a day, 48 hours a week, with no half-holiday; in others, have Saturday half-holiday and work 8½ hours on 5 days of week.

⁸ Paid for 60 hours a week, but work 59 hours a week during 8 months, and 55 hours a week (5 hours on Saturday) during 4 months.

⁹ When working on piece work, weekly rate averages \$18 a week.

¹⁰ Before 10 P.M., time and one-half; after 10 P.M., double time.

TABLE 5. METALS AND MACHINERY—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
Machinists — Con.										
<i>Lathe Hands.</i>										
Lowell, ¹	\$0.30	-	-	1½ T.	2 T.	18	18	148	-	-
New Bedford, ²	.34	-	-	-	-	9½	5½	54	12	-
Springfield,	.42	-	-	1½ T.	2 T.	8	18	148	-	-
Taunton (Union A),	.25	\$2.25	\$12.38	1½ T.	2 T.	8½	4½	48	12	-
						9	4½	49½	12	-
<i>Machine Operators.</i>										
Gardner (press operators), ²	.20	-	-	Reg.	-	10	9	59	5	-
Lowell (saw and cutting-off machine), ¹	.28	-	-	1½ T.	2 T.	18	18	148	-	-
Lowell (turret lathe and screw), ¹	.35	-	-	1½ T.	2 T.	18	18	148	-	-
Montague (automatic, first class), ²	.30	-	-	-	-	9	9	54	-	-
Springfield (automatic, first class),	.58	-	-	1½ T.	2 T.	8	18	148	-	-
Springfield (hand, screw),	.48	-	-	1½ T.	2 T.	8½	4½	48	12	-
						8	18	148	-	-
						8½	4½	48	12	-
<i>Machinists (All-round).</i>										
Boston,	.36	-	-	7-	2 T.	8	8	48	-	-
Brookton, ²	.33½	3.00	18.00	-	-	9	9	54	-	-
Lawrence, ²	-	-	\$14.75	-	1½ T.	9½	5½	54	12	-
Lowell (first class), ¹	1.47	-	-	1½ T.	2 T.	18	18	148	-	-
Lowell (second class), ¹	1.38	-	-	1½ T.	2 T.	18	18	148	-	-
Lynn, ²	.25	-	-	-	-	9½	5	52	12	-
New Bedford, ²	.36	-	-	-	-	9½	5½	54	12	-
Springfield,	.45	-	-	1½ T.	2 T.	8	18	148	-	-
Taunton (Union A),	.30	2.70	14.85	1½ T.	2 T.	8½	4½	48	12	-
Watertown,	.36	3.24	19.44	1½ T.	2 T.	9	9	49½	12	-
Worcester,	-	-	17.48	11-	2 T.	-	-	51	-	-
<i>Millingmen.</i>										
Lowell, ¹	1.35	-	-	1½ T.	2 T.	18	18	148	-	-
<i>Planer Hands.</i>										
Lowell (first class), ¹	1.47	-	-	1½ T.	2 T.	18	18	148	-	-
Lynn, ²	.37	-	-	-	-	9½	5	52	12	-
Springfield,	.40	-	-	1½ T.	2 T.	8	18	148	-	-
Taunton (Union A),	.30	2.70	14.85	1½ T.	2 T.	8½	4½	48	12	-
						9	4½	49½	12	-
<i>Specialists.</i>										
Boston,	.25	-	-	7-	2 T.	8	8	48	-	-
Lowell (Union A), ¹	1.32½	-	-	1½ T.	2 T.	18	18	148	-	-

¹ The rate of wages and the hours of labor shown are those in effect in two establishments having written agreements; in other establishments no minimum rate of wages is in effect and the hours of labor are 10 hours on the first 5 days of the week, 5 hours on Saturday, 55 hours a week.

² Prevailing rate; no agreement establishing a minimum.

³ In some establishments work 8 hours a day, 48 hours a week, with no half-holiday; in others, have Saturday half-holiday and work 8½ hours on 5 days of week.

⁴ In a few establishments, employees work 8 hours on Saturday, 58 hours a week.

⁵ When working on piece work, weekly rate averages \$18 a week.

⁶ During 5 months, work 5 hours on Saturday, 55 hours a week.

⁷ Before 10 P.M., time and one-half; after 10 P.M., double time.

⁸ Prevailing weekly rates range from \$14.75 to \$18.80.

⁹ One day, 9 hours.

¹⁰ On December 22, 1916, wages were increased to \$18.68 a week, and hours of labor were reduced to 48 a week.

¹¹ Before midnight, time and one-half; after midnight, double time.

TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Machinists — Con.										
<i>Specialists — Con.</i>										
Lowell (Union B),	\$0.26	—	—	1½ T.	2 T.	10½ ¹²	5½ ¹²	57½	12	
Taunton (Union A), . . . . .	.20	\$1.80	\$9.90	1½ T.	2 T.	9	4½	49½	12	
Worcester (testers),	—	—	\$13.50	—	2 T.	—	—	51	—	
<i>Tool Makers.</i>										
Lowell (first class), ⁴ . . . . .	.50	—	—	1½ T.	2 T.	48	48	48	—	
Lowell (second class), ⁴ . . . . .	.45	—	—	1½ T.	2 T.	48	48	48	—	
Springfield, . . . . .	.52	—	—	1½ T.	2 T.	8½	4½	48	12	
Westfield, . . . . .	.45	—	—	1½ T.	2 T.	9	9	54	—	
Worcester, ⁶ . . . . .	.35	3.50	21.00	Reg.	Reg.	10	9	59	4	
Metal Polishers, Buffers, and Platers.										
<i>Apprentices.</i>										
Springfield (first year), . . . . .	.25	—	\$12.00	1½ T.	2 T.	8½	4½	48	12	
Taunton (first year),	—	1.50	9.00	1½ T.	2 T.	9	9	54	—	
<i>Brass Finishers.</i>										
Boston, . . . . .	.39	3.51	19.50	1½ T.	—	9	5	50	12	
<i>Buffers.</i>										
Boston, . . . . .	.39	3.51	19.50	1½ T.	—	9	5	50	12	
Springfield, . . . . .	.50	—	24.00	1½ T.	2 T.	8½	4½	48	12	
Taunton,	—	3.25	19.50	1½ T.	2 T.	9	9	54	—	
Watertown, ¹¹	—	3.50	—	—	—	9	9	54	—	
Westfield, . . . . .	.46	—	—	1½ T.	2 T.	9	13 9	54	12 3	
Worcester,	—	—	18.00	1½ T.	—	10	5	55	12	
<i>Platers.</i>										
Boston, . . . . .	.42	3.78	21.00	1½ T.	—	9	5	50	12	
Taunton,	—	4.00	24.00	1½ T.	2 T.	9	9	54	—	
Watertown, ¹¹	—	3.50	—	—	—	9	9	54	—	
Worcester,	—	—	18.00	1½ T.	—	10	5	55	12	
<i>Polishers.</i>										
Amesbury, ¹¹ . . . . .	.39	3.50	21.00	1½ T.	2 T.	9	9	54	—	
Boston, . . . . .	.39	3.51	19.50	1½ T.	—	9	5	50	12	
Northampton, ¹¹ . . . . .	.33½	3.00	18.00	—	—	9	13 9	54	12 3	

¹ In a few establishments, employees work 8 hours on Saturday, 53 hours a week.

² On December 22, 1916, weekly wages were increased, and hours of labor were reduced to 48 a week.

³ Before midnight, time and one-half; after midnight, double time.

⁴ The rate of wages and the hours of labor shown are those in effect in two establishments having written agreements; in other establishments no minimum rate of wages is in effect and the hours of labor are 10 hours on the first 5 days of the week, 5 hours on Saturday, 55 hours a week.

⁵ In some establishments work 8 hours a day, 48 hours a week, with no half-holiday; in others, have Saturday half-holiday and work 8½ hours on 5 days of week.

⁶ Prevailing rate; no agreement establishing a minimum.

⁷ Paid for 60 hours a week, but work 59 hours a week during 8 months, and 55 hours a week (5 hours on Saturday) during 4 months.

⁸ Scale established by two concerns in October, 1915; increase of 5 cents an hour second and third years.

⁹ Hours established by two concerns in October, 1915; work 50 and 54 hours a week in other shops.

¹⁰ Scale established by two concerns in October, 1915; average rate paid by other concerns, \$3 a day.

¹¹ Prevailing rate; no agreement establishing rates.

¹² During 3 months, work 5 hours on Saturday, 50 hours a week.

¹³ When working on piece work, earnings range from \$3.20 to \$3.40 a day.

TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Metal Polishers, Buffers, and Platers — Con.									
<i>Polishers — Con.</i>									
Orange, ¹	{ \$0.22½ 27½ 50 46	-	-	-	-	9	9	54	-
Springfield,		-	-	1½ T.	2 T.	8½	4½	48	12
Taunton,		\$4.50	27.00	1½ T.	2 T.	9	9	54	-
Westfield,		-	-	1½ T.	2 T.	9	9	54	3
Worcester,	-	3.25	-	1½ T.	-	10	5	55	12
Molders.									
<i>Brass Molders.</i>									
Lawrence,	-	3.75	22.50	1½ T.	2 T.	9½	6½	54	12
Lowell,	-	3.50	21.00	1½ T.	2 T.	9	9	54	-
Orange,	-	2.75	-	-	-	9	9	54	-
Pittsfield, ¹	-	\$3.00	16.50	1½ T.	-	9	5	50	12
Springfield,	.40	3.60	21.60	1½ T.	2 T.	9	9	54	-
<i>Coremakers.</i>									
Boston,	-	4.00	-	1½ T.	2 T.	9	9	54	-
Chicopee,	.40	3.60	21.60	1½ T.	2 T.	9	9	54	-
Fall River (iron),	-	3.25	19.50	1½ T.	-	9	9	54	-
Fitchburg (iron),	-	3.25	19.50	1½ T.	2 T.	9	9	54	-
Franklin (iron),	-	3.50	21.00	1½ T.	2 T.	9	9	54	-
Franklin (iron, helpers),	-	2.00	12.00	1½ T.	2 T.	9	9	54	-
Greenfield,	-	3.60	-	1½ T.	-	9	5	50	12
Holyoke (iron),	.40	3.60	21.60	1½ T.	2 T.	9	9	54	-
Lawrence,	-	3.75	22.50	1½ T.	2 T.	9½	6½	54	12
Lowell,	-	3.50	21.00	1½ T.	2 T.	9	9	54	-
Newburyport (iron),	-	-	22.50	1½ T.	2 T.	9½	6½	54	12
Northampton,	-	3.25	19.50	1½ T.	1½ T.	9	9	54	-
Norwood, ²	-	\$3.50	21.00	-	-	9	9	54	-
Orange,	-	2.75	-	-	-	9	9	54	-
Pittsfield, ³	-	\$3.00	16.50	1½ T.	-	9	5	50	12
Springfield,	.40	3.60	21.60	1½ T.	2 T.	9	9	54	-
Taunton (iron),	-	3.50	21.00	1½ T.	2 T.	9	9	54	-
Waltham,	-	3.75	22.50	1½ T.	2 T.	9	9	54	-
Westfield,	-	3.60	-	1½ T.	2 T.	10	10	60	3
Worcester (iron),	-	3.75	-	1½ T.	2 T.	9	9	54	-
<i>Iron Molders.</i>									
<i>Boston (bench, floor, and machine),</i>									
Chicopee,	.40	3.60	21.60	1½ T.	2 T.	9	9	54	-
Fall River,	-	3.25	19.50	1½ T.	-	9	9	54	-
Fitchburg,	-	3.25	19.50	1½ T.	2 T.	9	9	54	-
Franklin,	-	3.50	21.00	1½ T.	2 T.	9	9	54	-
Gardner, ⁴	-	\$3.25	-	-	-	9	7	54	3
Greenfield,	-	3.60	-	1½ T.	-	9	5	50	12
Holyoke,	.40	3.60	21.60	1½ T.	2 T.	9	9	54	-
Lawrence,	-	3.75	22.50	1½ T.	2 T.	9½	6½	54	12
Lowell,	-	3.50	21.00	1½ T.	2 T.	9	9	54	-
Newburyport,	-	-	22.50	1½ T.	2 T.	9½	6½	54	12
Northampton,	-	3.50	21.00	1½ T.	1½ T.	9	9	54	-
Norwood, ⁵	-	\$3.50	21.00	-	-	9	9	54	-
Orange,	-	2.75	-	-	-	9	9	54	-

¹ Prevailing range of hourly rates; no agreement establishing rates. When working on piece work, earnings range from \$16 to \$19.50 weekly.

² Scale established by two concerns in October, 1915; average rate paid by other concerns, \$3 a day.

³ Hours established by two concerns in October, 1915; work 50 and 54 hours a week in other shops.

⁴ During 3 months, work 5 hours on Saturday, 50 hours a week.

⁵ Prevailing rate; no agreement establishing a minimum.

⁶ Alternate Saturdays off during 3 summer months; equivalent to half-holiday for 3 months.

⁷ During 3 months, work 8 hours on Saturday between 5 A.M. and 1 P.M., 53 hours a week.

TABLE 5. METALS AND MACHINERY — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Molders — Con.									
<i>Iron Molders — Con.</i>									
Pittsfield, ¹	-	\$3.00	\$16.50	1½ T.	-	9	5	50	12
Springfield,	\$0.40	2.60	21.60	1½ T.	2 T.	9	9	54	-
Taunton,	-	3.50	21.00	1½ T.	2 T.	9	9	54	-
Waltham,	-	3.75	23.50	1½ T.	2 T.	9	9	54	-
Westfield,	-	3.60	-	1½ T.	2 T.	10	10	60	3
Worcester,	-	3.75	-	1½ T.	2 T.	9	9	54	-
<i>Molders' Helpers.</i>									
Norwood (iron), ¹	-	2.00	12.00	-	-	9	9	54	-
Orange (iron),	-	2.00	-	-	-	9	9	54	-
<i>Molding Machine Operators.</i>									
Lawrence,	-	2.75	16.50	1½ T.	2 T.	9½	6½	54	12
Pittsfield, ¹	-	3.00	16.50	1½ T.	-	9	5	50	12
Springfield,	.40	3.60	21.60	1½ T.	2 T.	9	9	54	-
Taunton,	-	3.50	21.00	1½ T.	2 T.	9	9	54	-
<i>Snaggers.</i>									
Franklin,	-	2.00	12.00	1½ T.	2 T.	9	9	54	-
Norwood, ¹	-	2.00	12.00	-	-	9	9	54	-
Pattern Makers.									
Pittsfield, ¹	{ 2.26½ .37 }	-	-	1½ T.	-	9½	5	52½	12
Springfield,	-	4.00	-	4-	2 T.	8- 9	8- 9	48- 54	1-
Taunton,	.40	-	-	1½ T.	2 T.	8 9	4 4½	44 49½	12
Sheet Metal Workers.									
Springfield:									
Bench workers,	-	{ 2.00- 3.00 }	-	1½ T.	2 T.	8½	4½	48	12
Bumpers,	-	{ 4.00- 4.50 }	-	1½ T.	2 T.	8½	4½	48	12
Fender men,	-	{ 2.50- 3.25 }	-	1½ T.	2 T.	8½	4½	48	12
Finishers,	-	{ 3.50- 4.50 }	-	1½ T.	2 T.	8½	4½	48	12
Pressmen,	-	{ 2.50- 3.50 }	-	1½ T.	2 T.	8½	4½	48	12
Tinmiths,	-	{ 2.75- 3.50 }	-	1½ T.	2 T.	8½	4½	48	12
Stove Mounters.									
Watertown,	.33½	3.00	18.00	-	-	9	9	54	-
Toolmakers.									
Springfield, ¹	1.54	-	-	1½ T.	2 T.	8½	4½	48	12

¹ Prevailing rate; no agreement establishing a minimum.² Alternate Saturdays off during 3 summer months; equivalent to half-holiday for 3 months.³ Prevailing range of rates; no agreement establishing a minimum.⁴ Before 10 P.M., time and one-half; after 10 P.M., double time.⁵ Job shops generally and some corporation shops have established the 8-hour day; in a few corporation shops hours are 9 a day; in 3 establishments the 8-hour day became effective November 1, 1916, where 8½ hours had been in effect during September and October; in some instances Saturday half-holiday is granted.

TABLE 6. PAPER AND PULP MANUFACTURING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Paper Makers.										
<i>Backenders.</i>										
Fitchburg, ²	-	\$2.47½	\$14.85	Reg.	-	8	8	48	-	
Holyoke:										
Coarse mill,	\$0.24½	-	16.50	-	2 T.	8	8	48	-	
Fine mill,	.31½	-	15.00	-	2 T.	8	8	48	-	
Large machine,	.37½	-	18.00	-	2 T.	8	8	48	-	
Small machine,	.34½	-	16.50	-	2 T.	8	8	48	-	
Lee,	.25	2.00	12.00	-	2 T.	8	8	48	-	
Montague (Union A, coarse mill),	.35	2.80	16.80	Reg.	Reg.	8	8	48	-	
West Springfield, ³	-	\$2.50	15.00	Reg.	-	8	8	48	-	
<i>Bestermen.</i>										
Fitchburg,	-	{ 2.31 2.44	{ 13.86 14.65	Reg.	-	8	8	48	-	
Holyoke,	.46½	-	22.50	-	2 T.	8	8	48	-	
Lee,	.34½	2.75	16.50	-	2 T.	8	8	48	-	
Montague (Union A),	.39	3.12	18.72	Reg.	Reg.	8	8	48	-	
Montague (Union B), ²	.41½	3.30	19.80	1½ T.	1½ T.	8	8	48	-	
West Springfield, ³	-	\$3.75	22.50	Reg.	-	8	8	48	-	
<i>Bestermen's Helpers.</i>										
Fitchburg,	-	{ 1.92½ 2.09	{ 11.55 12.54	Reg.	-	8	8	48	-	
Holyoke,	.28½	-	13.50	-	2 T.	8	8	48	-	
Lee,	-	-	10.00	-	2 T.	8	8	48	-	
West Springfield, ³	-	\$2.25	13.50	Reg.	-	8	8	48	-	
<i>Calendarmen.</i>										
Fitchburg,	-	{ 2.31 2.47½	{ 13.86 14.85	Reg.	-	8	8	48	-	
Fitchburg (helpers), ³	-	\$1.76	10.56	Reg.	-	8	8	48	-	
<i>Counters.</i>										
Fitchburg, ³	-	\$2.42	14.52	Reg.	-	9	9	54	-	
<i>Cutters, Paper.</i>										
Fitchburg, ²	-	\$1.76	10.56	Reg.	-	8	8	48	-	
Fitchburg (helpers), ³	-	\$1.37½	8.25	Reg.	-	8	8	48	-	
<i>Finishers.</i>										
Fitchburg,	-	{ 2.42 2.86	{ 14.52 17.16	Reg.	-	9	9	54	-	
<i>Fourth Hands.</i>										
Holyoke,	.28½	-	13.50	-	2 T.	8	8	48	-	
Montague (Union A, large machine),	.28	2.24	13.44	Reg.	Reg.	8	8	48	-	
<i>Machine Tenders.</i>										
Fitchburg,	-	{ \$3.57½ 3.75	{ 21.45 22.50	Reg.	-	8	8	48	-	
Holyoke:										
Coarse machine,	.50	-	24.00	-	2 T.	8	8	48	-	
Fine machine,	.46½	-	22.50	-	2 T.	8	8	48	-	
Large machine,	.50	-	24.00	-	2 T.	8	8	48	-	
Small machine,	.46½	-	22.50	-	2 T.	8	8	48	-	
Lee,	.40½	3.25	19.50	-	2 T.	8	8	48	-	
Montague (Union A, large machine),	.52	4.16	24.96	Reg.	Reg.	8	8	48	-	

¹ For explanation of symbols see note 1 on page 8.² Prevailing rate; no agreement establishing a minimum.³ Prevailing rates in different establishments; no agreement establishing a minimum.

TABLE 6. PAPER AND PULP MANUFACTURING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Paper Makers — Con.									
<i>Machine Tenders — Con.</i>									
Montague (Union A, small machine),	\$0.49	\$3.92	\$23.52	Reg.	Reg.	8	8	48	-
Montague (Union B), ¹	1.48½	3.85	23.10	1½ T.	1½ T.	8	8	48	-
West Springfield, ¹	-	13.75	22.50	Reg.	-	8	8	48	-
<i>Platers, Paper.</i>									
Holyoke (men),	-	-	16.50	1½ T.	1½ T.	9	5	50	12
Holyoke (women),	-	-	29.00 10.00	-	-	9	5	50	12
<i>Size Makers.</i>									
West Springfield, ¹	-	12.75	16.50	Reg.	-	8	8	48	-
<i>Sorters, Paper.</i>									
Fitchburg (men), ¹	-	11.32	7.92	Reg.	-	9	9	54	-
<i>Third Hands.</i>									
Fitchburg, ¹	-	11.92½	11.55	Reg.	-	8	8	48	-
Holyoke (large machine),	.31¼	-	15.00	-	2 T.	8	8	48	-
Holyoke (small machine),	.28½	-	-	-	2 T.	8	8	48	-
Lee,	-	-	11.00	-	2 T.	8	8	48	-
Montague (Union A, large machine),	.34	2.72	16.32	Reg.	Reg.	8	8	48	-
Montague (Union A, small machine),	.30	2.40	14.40	Reg.	Reg.	8	8	48	-
<i>Washermen.</i>									
Fitchburg, ¹	-	12.31	13.86	Reg.	-	8	8	48	-
Holyoke,	.31¼	-	-	-	2 T.	8	8	48	-
Lee,	-	2.25	13.50	-	2 T.	8	8	48	-
Pulp, Sulphite, and Paper Mill Workers.									
Northampton: ¹									
Acid makers,	-	12.20	13.20	1½ T.	1½ T.	8	8	48	-
Barkers,	-	11.80	10.80	1½ T.	1½ T.	8	8	48	-
Bleachers,	-	12.00	12.00	1½ T.	1½ T.	8	8	48	-
Blow-pit men,	-	11.85	11.10	1½ T.	1½ T.	8	8	48	-
Carrier men,	-	11.85	11.10	1½ T.	1½ T.	8	8	48	-
Chipper men,	-	11.80	10.80	1½ T.	1½ T.	8	8	48	-
Coal handlers,	-	11.85	11.10	1½ T.	1½ T.	8	8	48	-
Cooks,	-	12.70	16.20	1½ T.	1½ T.	8	8	48	-
Cooks' helpers,	-	11.85	11.10	1½ T.	1½ T.	8	8	48	-
Lime mixers,	-	11.85	11.10	1½ T.	1½ T.	8	8	48	-
Oilers,	-	12.00	12.00	1½ T.	1½ T.	8	8	48	-
Pressmen, head,	-	12.20	13.20	1½ T.	1½ T.	8	8	48	-
Pressmen,	-	11.85	11.10	1½ T.	1½ T.	8	8	48	-
Screen men,	-	11.85	11.10	1½ T.	1½ T.	8	8	48	-
Splitter men,	-	11.85	11.10	1½ T.	1½ T.	8	8	48	-
Steamfitters (assistant),	-	12.50	15.00	1½ T.	1½ T.	8	8	48	-
Steamfitters (foremen),	-	13.00	18.00	1½ T.	1½ T.	8	8	48	-
Steamfitters' helpers,	-	11.85	11.10	1½ T.	1½ T.	8	8	48	-
Teamsters,	-	11.85	11.10	1½ T.	1½ T.	8	8	48	-
Weighers,	-	11.85	11.10	1½ T.	1½ T.	8	8	48	-
Wood loaders,	-	11.75	10.50	1½ T.	1½ T.	8	8	48	-
Wood room foremen,	-	13.00	18.00	1½ T.	1½ T.	8	8	48	-
Yardmen,	-	11.85	11.10	1½ T.	1½ T.	8	8	48	-

¹ Prevailing rate; no agreement establishing a minimum.² Minimum rates in different establishments.

TABLE 7. PRINTING AND ALLIED TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Bookbinders.									
<i>Backing Machine Operators.</i>									
Boston,	-	-	\$22.00	1½ T.	2 T.	8¾	4¾	48	12
Cambridge,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Banders, Head, and Liners.²</i>									
Boston,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
Cambridge,	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood,	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Banders, Head (Women).</i>									
Boston,	\$0.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
<i>Board Cutters.</i>									
Boston,	-	-	19.00	1½ T.	2 T.	8¾	4¾	48	12
Cambridge,	-	-	18.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood,	-	-	18.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Bookbinders, General (Women).</i>									
Boston, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Cambridge,	-	-	10.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
<i>Book Pastors.</i>									
Norwood,	-	-	18.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Book Repairs.</i>									
Cambridge,	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12
Cambridge (women),	-	-	10.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood,	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Book Trimmers.</i>									
Boston,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
Cambridge,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Bundle Machine Operators.</i>									
Cambridge,	-	-	19.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood,	-	-	19.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Cases-in, Hand.</i>									
Boston,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
Cambridge,	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood,	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Cases-in, Machine.</i>									
Boston,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
Cambridge,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Case or Cover Makers, Hand.</i>									
Boston,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood,	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Case or Cover Makers, Head (Women).</i>									
Boston, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12

¹ For explanation of symbols, see note 1 on page 8.

² Hand work; same work on machine is done by book lining machine operators.

³ Minimum rate established by one concern.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Bookbinders — Con.										
<i>Case or Cover Makers, Machine.</i>										
Boston,	-	-	\$22.00	1½ T.	2 T.	8¾	4¾	48	12	
Boston (Sheridan),	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge (Sheridan), . . .	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Cover Counters.</i>										
Cambridge (women),	-	-	10.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Cutting Machine Operators.</i>										
Boston,	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Examiners, Bad Sheets.</i>										
Cambridge (women),	-	-	10.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Examiners, Books.</i>										
Cambridge (women),	-	-	11.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Finishers.</i>										
Boston,	-	-	24.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Floormen.</i>										
Cambridge,	-	-	15.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	19.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Folding Machine Operators.</i>										
Boston,	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge (assistant), . . .	-	-	18.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Folding Machine Operators, End Paper (Women).</i>										
Boston,	\$0.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge, . . . . .	.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12
<i>Forwarders.</i>										
Boston (extra blank),	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12	
Boston (printed book), . . .	-	-	24.00	1½ T.	2 T.	8¾	4¾	48	12	
Boston (stock blank),	-	-	18.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge (printed book), . .	-	-	24.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Gathering Machine Operators.</i>										
Boston,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge (assistant),	-	-	18.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Gilders.</i>										
Cambridge,	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Gluing-off Machine Operators.</i>										
Boston,	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Gold Layers (Women).</i>										
Boston, . . . . .	.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12
Cambridge,	-	-	11.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood, . . . . .	.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12

¹ Minimum rate established by one concern.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Bookbinders — Con.										
<i>Gold Leaf Laying Machine Operators (Women).</i>										
Boston,	\$0.21	-	\$10.08	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge, . . . . .	.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12
<i>Leather Back Gluers.</i>										
Cambridge (women),	-	-	12.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Pagers and Numberers (Women).</i>										
Boston, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
<i>Pasting Machine Operators, End Blanks (Women).</i>										
Boston, . . . . .	.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12
<i>Pressmen.¹</i>										
Cambridge,	-	-	17.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	16.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Rounders and Backers.²</i>										
Boston,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Sewers, Hand (Women).</i>										
Boston, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
<i>Sheet Stock Cutters.</i>										
Boston,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge,	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Sheet Stock Handlers.</i>										
Cambridge,	-	-	18.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	18.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Smashers and Sawyers.</i>										
Cambridge (smashers),	-	-	19.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	19.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Stampers and Inkers.</i>										
Boston,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Stock Cutters.</i>										
Cambridge,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Tape Sewing Machine Operators.</i>										
Cambridge,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Tape Sewing Machine Operators (Women).</i>										
Boston, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12

¹ Minimum rate established by one concern.

² Casers-in on presses and pressers are same as pressmen.

³ Hand work; same work on machine is done by backing machine operators.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Bookbinders — Con.										
<i>Trimmer Operators.</i>										
Cambridge (continuous),	-	-	\$24.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge (assistant, continuous),	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood (continuous),	-	-	24.00	1½ T.	2 T.	8¾	4¾	48	12	
Compositors.										
<i>Admen.¹</i>										
Brookton (newspaper), ²	-	\$3.75	22.50	-	2 T.	8	8	48	-	
Fitchburg (newspaper, day), ⁴	-	-	19.00	1½ T.	1½ T.	8	8	48	-	
Fitchburg (newspaper, night), ⁴	-	-	20.00	1½ T.	1½ T.	8	8	48	-	
Haverhill (newspaper), ⁵	-	-	18.00	1½ T.	2 T.	8	8	48	-	
Leominster (newspaper, day), ⁴	-	-	19.00	1½ T.	1½ T.	8	8	48	-	
Leominster (newspaper, night), ⁴	-	-	20.00	1½ T.	1½ T.	8	8	48	-	
Lynn (newspaper, day), ²	-	-	23.00	1½ T.	2 T.	7	6	41	-	
Lynn (newspaper, night), ²	-	-	26.00	1½ T.	2 T.	7	6	41	-	
Newburyport (newspaper), ⁴	-	-	14.00	1½ T.	2 T.	8	8	48	-	
Springfield (newspaper, day), ⁷	-	-	21.50	-	-	8	8	48	-	
Springfield (newspaper, night), ⁷	-	-	25.00	-	-	8	8	48	-	
Worcester (newspaper, day), ⁸	-	-	23.00	1½ T.	10 -	8	8	48	-	
Worcester (newspaper, night), ⁹	-	-	26.00	1½ T.	10 -	8	8	48	-	
<i>Apprentices.</i>										
Boston (newspaper):										
Third year, day,	-	-	15.00	-	-	7	7	42	-	
Third year, night,	-	-	16.00	-	-	7	7	42	-	
Fourth year, day,	-	-	18.00	-	-	7	7	42	-	
Fourth year, night,	-	-	19.00	-	-	7	7	42	-	
Fifth year, day,	-	-	21.00	-	-	7	7	42	-	
Fifth year, night,	-	-	22.00	-	-	7	7	42	-	
Boston (book and job):										
Third year (first six months),	-	-	10.00	-	-	8	8	48	11 -	
Third year (second six months),	-	-	11.00	-	-	8	8	48	11 -	
Fourth year (first six months),	-	-	12.00	-	-	8	8	48	11 -	
Fourth year (second six months),	-	-	14.00	-	-	8	8	48	11 -	
Fifth year (first six months),	-	-	16.00	-	-	8	8	48	11 -	
Fifth year (second six months),	-	-	18.00	-	-	8	8	48	11 -	
Brookton (newspaper, fourth year),	-	2.50	15.00	-	-	8	8	48	-	
Brookton (book and job, fourth year),	-	-	12.66	-	-	8¾	4¾	48	12	

¹ See also notes under Newspaper Compositors on page 58.² Bankmen, make-ups, linotype machine operators, and proof-readers receive same rate of wages and work same hours.³ Before midnight time and one-half; after midnight double time.⁴ All newspaper floormen receive same rate of wages and work same hours.⁵ Bankmen and copy cutters receive same rate of wages and work same hours.⁶ In some cases do not work on Monday; make up time on the other 5 days.⁷ Floormen, casters, monotype operators, proof-readers, and make-ups receive same rate of wages and work same hours.⁸ Regular rate plus 10 cents an hour.⁹ Bankmen, foremen, machinists, copy cutters, make-ups, linotype machine operators, and proof-readers receive same rate of wages and work same hours.¹⁰ Time and one-third, except double time on Sundays.¹¹ In some cases have Saturday half-holiday and work not more than 8¾ hours on first 5 days of week.

TABLE 7. PRINTING AND ALLIED TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Compositors — Con.										
Apprentices — Con.										
Fall River (newspaper, day):										
Third year,	-	-	\$9.00	1-	2 T.	8	8	48	-	
Fourth year,	-	-	12.00	1-	2 T.	8	8	48	-	
Fifth year,	-	-	15.00	1-	2 T.	8	8	48	-	
Haverhill (book and job):										
First year,	-	-	6.00	1½ T.	2 T.	8	8	48	2-	
Second year,	-	-	9.00	1½ T.	2 T.	8	8	48	2-	
Third year,	-	-	11.00	1½ T.	2 T.	8	8	48	2-	
Fourth year,	-	-	18.00	1½ T.	2 T.	8	8	48	2-	
Holyoke (book and job),	-	-	12.00	1½ T.	2 T.	8½	3½	48	12	
Holyoke (newspaper),	-	-	13.00	1½ T.	2 T.	8	8	48	-	
Lowell (third year):										
Book and job,	-	-	7.00	-	2 T.	8½	4½	48	12	
Newspaper, day,	-	-	7.00	1½ T.	2 T.	8	8	48	-	
Newspaper, night,	-	-	8.00	1½ T.	2 T.	8	8	48	-	
Lowell (fourth year):										
Book and job,	-	-	12.00	-	2 T.	8½	4½	48	12	
Newspaper, day,	-	-	12.00	1½ T.	2 T.	8	8	48	-	
Newspaper, night,	-	-	14.00	1½ T.	2 T.	8	8	48	-	
Lynn (newspaper):										
First year,	-	-	6.00	1½ T.	2 T.	7	6	41	-	
Second year,	-	-	7.00	1½ T.	2 T.	7	6	41	-	
Third year,	-	-	9.00	1½ T.	2 T.	7	6	41	-	
Fourth year,	-	-	12.00	1½ T.	2 T.	7	6	41	-	
Fifth year,	-	-	15.00	1½ T.	2 T.	7	6	41	-	
Springfield (third year):										
Book and job,	-	-	8.00	-	-	8½	4½	48	12	
Newspaper, day,	-	-	8.00	-	-	8	8	48	-	
Newspaper, night,	-	-	9.00	-	-	8	8	48	-	
Springfield (fourth year):										
Book and job,	-	-	11.00	-	-	8½	4½	48	12	
Newspaper, day,	-	-	11.00	-	-	8	8	48	-	
Newspaper, night,	-	-	12.00	-	-	8	8	48	-	
Springfield (fifth year):										
Book and job,	-	-	15.00	-	-	8½	4½	48	12	
Newspaper, day,	-	-	15.00	-	-	8	8	48	-	
Newspaper, night,	-	-	16.00	-	-	8	8	48	-	
Taunton (newspaper):										
First year,	-	-	4.00	1½ T.	2 T.	8	6	46	12	
Second year,	-	-	6.00	1½ T.	2 T.	8	6	46	12	
Third year,	-	-	8.00	1½ T.	2 T.	8	6	46	12	
Fourth year,	-	-	12.00	1½ T.	2 T.	8	6	46	12	
Worcester (newspaper, day or night):										
After two years,	-	-	9.00	1½ T.	-	8	8	48	-	
After two years, six months,	-	-	12.00	1½ T.	-	8	8	48	-	
After three years,	-	-	15.00	1½ T.	-	8	8	48	-	
After three years, six months,	-	-	18.00	1½ T.	-	8	8	48	-	
After four years,	-	-	19.50	1½ T.	-	8	8	48	-	
After four years, six months,	-	-	21.00	1½ T.	-	8	8	48	-	
Machine operators, first three months,	-	-	15.00	1½ T.	-	8	8	48	-	
Machine operators, second three months,	-	-	18.00	1½ T.	-	8	8	48	-	
Bankmen. ⁷										

¹ Time and one-half for first 6 hours; double time thereafter.

² In some cases do not work on Monday; make up time on the other 5 days.

³ Rate during last 6 months of apprenticeship.

⁴ Before midnight time and one-half; after midnight double time.

⁵ Work short day (6 hours) on Saturday.

⁶ Time and one-third, except double time on Sundays.

⁷ See notes under Admen on page 54 and under Newspaper Compositors on page 58.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Compositors — Con.										
<i>Book and Job Compositors.</i>										
Boston (day), ¹	-	-	\$22.00	2 -	2 T.	8	8	48	-	
Boston (night), ¹	-	-	26.50	4 -	4 -	-	-	42	-	
Brockton (day), ¹	-	-	19.00	2 -	2 T.	8½	4½	48	12	
Fall River (day),	-	-	17.00	-	-	8	8	48	-	
Fitchburg (day),	-	-	18.00	1½ T.	1½ T.	8	8	48	-	
Framingham (day),	-	-	19.00	1½ T.	-	8½	7½	51	7	
Greenfield (day),	-	-	14.00	1½ T.	1½ T.	8	8	48	-	
Haverhill (day), ¹	-	-	18.00	1½ T.	2 T.	8	8	48	6	
Holyoke, ¹	-	-	18.00	1½ T.	2 T.	8½	3½	48	12	
Hudson,	\$0.35	-	-	1½ T.	1½ T.	8½	4½	47	12	
Lawrence (day), ⁷	-	-	18.00	1½ T.	2 T.	8	8	48	-	
Leominster (day),	-	-	18.00	1½ T.	1½ T.	8	8	48	-	
Lowell (day), ⁷	-	-	19.00	2 -	2 T.	8½	4½	48	12	
Lynn (day),	-	-	20.00	1½ T.	2 T.	8	8	48	-	
Marlborough (day),	.35	-	-	1½ T.	1½ T.	8½	4½	47	12	
New Bedford, ⁷	-	-	18.00	1½ T.	2 T.	8	8	48	6	
Newburyport,	-	-	14.00	1½ T.	2 T.	8½	5½	48	-	
North Adams (day), ⁹	-	-	17.00	1½ T.	2 T.	8	8	48	-	
Northampton, ⁷	-	-	15.00	1½ T.	2 T.	10 8½	5	48	12	
Pittsfield (day), ⁷	-	-	16.00	1½ T.	2 T.	11 -	12 6½	48	12 12	
Springfield (day), ¹²	-	-	20.00	2 -	2 T.	8½	4½	48	12	
Taunton (day),	-	-	15.00	1½ T.	2 T.	8	8	48	14 4	
Worcester (day),	-	-	16.50	1½ T.	1½ T.	8	8	48	-	
Copy Cutters.¹³										
<i>Foremen.</i>										
Boston (newspaper, day), ¹⁴	18.63	\$4.41	26.46	10 80.82	17 80.82	7	7	42	-	
Brockton (book and job),	-	8.50	21.00	2 -	2 T.	8½	4½	48	12	
Fall River (book and job, day),	-	-	19.00	-	-	8	8	48	-	
Fall River (newspaper, day),	-	-	25.00	18 -	2 T.	8	8	48	-	
Fitchburg (newspaper, day),	-	-	21.00	1½ T.	1½ T.	8	8	48	-	
Leominster (newspaper, day),	-	-	21.00	1½ T.	1½ T.	8	8	48	-	

¹ Same rates of wages and same hours apply to all journeymen employed in composing room except linotype machine operators and machine tenders.

² Before midnight time and one-half; after midnight double time.

³ In some cases have Saturday half-holiday and work not more than 8½ hours on first 5 days of week.

⁴ Time and one-half for first 5 hours; double time thereafter.

⁵ During 7 months work 9½ hours on 5 days and 4½ hours on Saturday.

⁶ In some cases do not work on Monday; make up time on the other 5 days.

⁷ Same rates of wages and same hours apply to all journeymen employed in composing room.

⁸ In some cases have Saturday half-holiday during entire year; in others, during 4 months, when 8½ hours is worked on first 5 days of week.

⁹ Monotype machine operators (day) and stone men receive same rate of wages and work same hours.

¹⁰ One day, 9 hours.

¹¹ Work 8 hours on 3 days, 8½ hours one day, and 9 hours one day.

¹² Work shorter day (8½ hours) on Saturday during entire year.

¹³ Stone men and proof-readers receive same rate of wages and work same hours.

¹⁴ During 4 months work 8½ hours on 5 days and 4½ hours on Saturday.

¹⁵ See notes under Admen on p. 54; Book Compositors on p. 56; and Newspaper Compositors on p. 58.

¹⁶ On November 16, 1916, rate was increased to 68 cents, and the overtime rate to 87 cents.

¹⁷ Double time for Sunday, when preceded or followed by a night's work.

¹⁸ Time and one-half for first 6 hours; double time thereafter.

TABLE 7. PRINTING AND ALLIED TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holiday-days (Hour)	Monday to Friday	Saturday			
Compositors—Con.										
Foremen—Con.										
Lynn (newspaper, day),	-	-	\$25.00	1½ T.	2 T.	7	6	41	-	
New Bedford (book and job, day),	-	-	20.00	1½ T.	2 T.	8	8	48	1-	
New Bedford (newspaper, day),	-	-	23.00	1½ T.	2 T.	8½	8½	48		
New Bedford (newspaper, night),	-	-	25.00	1½ T.	2 T.	8	8	48	-	
Taunton (newspaper, day),	-	-	22.00	1½ T.	2 T.	8	8	48	-	
				1½ T.	2 T.	8	6	46	12	
Machine Operators, Linotype.¹										
Boston (book and job):										
Operators, day,	-	-	24.00	4-	2 T.	8	8	48	1-	
Operators, night,	-	-	26.50	4-	4-	-	-	42	-	
Apprentices (first ten weeks),	-	-	15.00	-	-	8	8	48	1-	
Apprentices (next five weeks),	-	-	18.00	-	-	8	8	48	1-	
Fall River (day),	-	-	22.00	1-	2 T.	8	8	48	-	
Fall River (night),	-	-	25.00	1-	2 T.	7	7	42	-	
Fitchburg (newspaper, day), ²	-	-	20.00	1½ T.	1½ T.	8	8	48	-	
Fitchburg (newspaper, night), ³	-	-	21.00	1½ T.	1½ T.	8	8	48	-	
Haverhill (newspaper), ⁴	-	-	20.00	1½ T.	2 T.	8	8	48	1-	
Holyoke (book and job), ¹⁰	-	-	21.00	1½ T.	2 T.	8½	8½	48	12	
Holyoke (newspaper, day), ¹⁰	-	-	21.00	1½ T.	2 T.	8	8	48	-	
Leominster (newspaper, day), ⁹	-	-	20.00	1½ T.	1½ T.	8	8	48	-	
Leominster (newspaper, night), ⁹	-	-	21.00	1½ T.	1½ T.	8	8	48	-	
Lynn (newspaper, day), ¹¹	-	-	23.00	1½ T.	2 T.	7	6	41	-	
Lynn (newspaper, night),	-	-	26.00	1½ T.	2 T.	7	6	41	-	
Newburyport (day),	-	-	16.00	1½ T.	2 T.	8	8	48	-	
Newburyport (night),	-	-	18.00	1½ T.	2 T.	8	8	48	-	
North Adams (day),	-	-	19.00	1½ T.	2 T.	8	8	48	-	
Pittsfield, ¹²	-	-	16.00	1½ T.	2 T.	12	6½	48	12	
Springfield:										
Book and job, day,	-	-	21.50	4-	2 T.	8½	4½	48	12	
Newspaper, day,	-	-	21.50	1½ T.	1½ T.	-	-	45	-	
Newspaper, night,	-	-	25.00	1½ T.	1½ T.	-	-	45	-	
Apprentices, newspaper, first sixteen weeks, ¹⁴	-	-	15.00	1½ T.	1½ T.	-	-	45	-	
Taunton (newspaper, day), ¹¹	-	-	21.00	1½ T.	2 T.	8	6	46	12	
Machine Operators, Monotype.¹³										

¹ In some cases have Saturday half-holiday during entire year; in others, during 4 months, when 8½ hours are worked on first 5 days of week.

² Work short day (6 hours) on Saturday.

³ See notes under Admen on p. 54; Book Compositors on p. 56; and Newspaper Compositors on p. 58.

⁴ Before midnight, time and one-half; after midnight, double time.

⁵ In some cases have Saturday half-holiday, and work not more than 8½ hours on first 5 days of week.

⁶ Time and one-half for first 5 hours; double time thereafter.

⁷ Time and one-half for first 6 hours; double time thereafter.

⁸ Machinists receive same rate of wages and work same hours.

⁹ In some cases do not work on Monday; make up time on the other 5 days.

¹⁰ Machinists and monotype operators receive same rate of wages and work same hours.

¹¹ Monotype operators receive same rate of wages and work same hours.

¹² Work 8 hours on 3 days, 8½ hours one day, and 9 hours one day.

¹³ Work shorter day (8½ hours) on Saturday during entire year.

¹⁴ Apprentices working on monotype machines receive same rate of wages, but work 48 hours a week.

¹⁵ See notes under Admen on p. 54; Book and Job Compositors on p. 56; Linotype Operators on p. 57; and Newspaper Compositors on p. 58.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Compositors — Con.										
Machinists. ¹										
Boston (linotype, book and job, day),	-	-	\$24.00	1 -	2 T.	8	8	48	1 -	
Brookton (newspaper),	-	-	25.00	1 -	2 T.	8	8	48	-	
Holyoke (newspaper, day),	-	-	22.00	1½ T.	2 T.	8	8	48	-	
Lynn (newspaper, day),	-	-	23.50	1½ T.	2 T.	7	6	41	-	
Springfield (book and job, day),	-	-	25.00	1 -	2 T.	8¾	4¾	48	12	
Springfield (assistant, book and job, day),	-	-	22.00	1 -	2 T.	8¾	4¾	48	12	
Springfield (newspaper, day),	-	-	25.00	1½ T.	1½ T.	8	8	48	-	
Springfield (assistant, newspaper, day),	-	-	22.00	1½ T.	1½ T.	8	8	48	-	
Springfield (newspaper, night),	-	-	27.00	1½ T.	1½ T.	8	8	48	-	
Springfield (assistant, newspaper, night),	-	-	25.00	1½ T.	1½ T.	8	8	48	-	
Taunton (newspaper, day),	-	-	23.00	1½ T.	2 T.	8	6	46	12	
Worcester (assistant, after two years),	-	-	19.50	1½ T.	1 -	8	8	48	-	
Make-ups or Stone Men. ¹										
Newspaper Compositors.										
Boston (day), ⁶	\$0.68	\$4.41	26.46	\$0.82	\$0.82	7	7	42	-	
Boston (night), ⁶	0.67	4.69	28.14	0.87	0.87	7	7	42	-	
Fall River (day), ¹⁰	-	-	21.00	11 -	2 T.	8	8	48	-	
Fall River (night), ¹⁰	-	-	24.00	11 -	2 T.	7	7	42	-	
Holyoke, ¹²	-	-	19.50	1½ T.	2 T.	8	8	48	-	
Lawrence (day), ¹²	-	-	19.00	1½ T.	2 T.	8	8	48	-	
Lowell (day), ¹²	-	-	21.00	1½ T.	2 T.	8	8	48	-	
Lowell (night), ¹²	-	-	24.00	1½ T.	2 T.	8	8	48	-	
New Bedford (day), ¹⁴	-	-	21.00	1½ T.	2 T.	8	8	48	-	
New Bedford (night), ¹⁴	-	-	22.00	1½ T.	2 T.	8	8	48	-	
North Adams (day), ¹⁴	-	-	17.00	1½ T.	2 T.	8	8	48	-	
Northampton, ¹²	-	-	16.50	1½ T.	2 T.	8	8	48	-	
Pittsfield (day), ¹²	-	-	16.00	1½ T.	2 T.	16 -	17 6½	48	17 -	
Taunton, ¹²	-	-	18.00	1½ T.	2 T.	8	6	46	12	
Proof-readers. ¹										

¹ See notes under Admen on p. 54; Book Compositors on p. 56; and Newspaper Compositors on p. 58.² Before midnight, time and one-half; after midnight, double time.³ In some cases have Saturday half-holiday, and work not more than 8¾ hours on first 5 days of week.⁴ Work short day (6 hours) on Saturday.⁵ Time and one-third, except double time on Sundays.⁶ Admen, bankmen, copy cutters, foremen, machinists, make-ups, linotype and monotype machine operators, and proof-readers receive same rate of wages and work same hours.⁷ On November 16, 1916, rate was increased to 68 cents and the overtime rate to 87 cents.⁸ Double time for Sunday, when preceded or followed by a night's work.⁹ On November 16, 1916, rate was increased to 72 cents and the overtime rate to 92 cents.¹⁰ Admen, bankmen, and make-ups receive same rate of wages and work same hours.¹¹ Time and one-half for first 6 hours; double time thereafter.¹² Admen and make-ups receive same rate of wages and work same hours.¹³ Same rates of wages and same hours apply to all journeymen employed in composing room.¹⁴ Admen, bankmen, linotype machine operators, machinists, and make-ups receive same rate of wages and work same hours.¹⁵ Monotype machine operators and make-ups receive same rate of wages and work same hours.¹⁶ Work 8 hours on 3 days, 8¾ hours one day, and 9 hours one day.¹⁷ Work shorter day (6½ hours) on Saturday during entire year.¹⁸ Admen receive same rate of wages and work same hours.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Electrotypers.										
<i>Backers-up.</i>										
Boston,	-	-	\$20.00	1½ T.	2 T.	8¾	4¾	48	12	
Springfield,	-	-	18.00	1½ T.	2 T.	1 8¾	4	48	12	
<i>Battery-men.</i>										
Boston,	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12	
Springfield,	-	-	18.00	1½ T.	2 T.	1 8¾	4	48	12	
<i>Bench Hands.</i>										
Springfield,	-	-	18.00	1½ T.	2 T.	1 8¾	4	48	12	
<i>Builders.</i>										
Boston,	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12	
Springfield,	-	-	18.00	1½ T.	2 T.	1 8¾	4	48	12	
<i>Casters.</i>										
Boston,	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12	
Springfield,	-	-	18.00	1½ T.	2 T.	1 8¾	4	48	12	
<i>Finishers.</i>										
Boston,	-	-	24.00	1½ T.	2 T.	8¾	4¾	48	12	
Springfield,	-	-	24.00	1½ T.	2 T.	1 8¾	4	48	12	
<i>Finishers' Helpers.</i>										
Boston,	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Molders.</i>										
Boston,	-	-	24.00	1½ T.	2 T.	8¾	4¾	48	12	
Springfield,	-	-	24.00	1½ T.	2 T.	1 8¾	4	48	12	
Lithographers.										
<i>Pressmen.</i>										
Springfield,	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12	
Springfield (large presses),	-	-	27.00	1½ T.	2 T.	8¾	4¾	48	12	
Springfield (other presses),	-	-	20.00 22.00 25.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Transfer Men.</i>										
Springfield,	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12	
Mailers.										
Boston (day),	-	\$3.33½	-	\$0.00	2 T.	8	8	54	-	
Boston (night),	-	3.33½	-	.60	2 T.	7	7	48	-	
<i>Boston (apprentices):</i>										
First year,	-	-	8.00	-	-	8	8	54	-	
Second year,	-	-	10.00	-	-	8	8	54	-	
Third year,	-	-	12.00	-	-	8	8	54	-	
Fourth year,	-	-	15.00	-	-	8	8	54	-	
News Writers.										
Boston (writing labor news),	-	-	21.00	-	-	-	-	-	-	
Photo-Engravers.										
Boston:										
Commercial (day), ⁴	-	-	21.00	1½ T.	2 T.	8¾	4	48	12	
Newspaper (day), ⁵	-	-	27.00	1½ T.	Reg.	8	8	48	-	

¹ One day, 9 hours.

² Each rate is a minimum rate according to style of press used.

³ Work 6 hours on Sunday.

⁴ Same rate paid to photographers, etchers, Ben. Day workers, finishers, proofers, routers, blockers, negative turners, and metal printers.

⁵ Same rate paid to photographers, negative turners, metal printers, etchers, engravers, routers, and blockers.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Photo-Engravers — Con.									
Boston — Con.									
Newspaper (night), ¹	-	-	\$30.00	1½ T.	Reg.	8	8	48	-
Newspaper, color film layers,	-	-	35.00	1½ T.	Reg.	8	8	48	-
Springfield, ²	-	-	25.00	1½ T.	2 T.	9	4	48	13
Worcester (half tone and line men),	-	-	21.00	1½ T.	1½ T.	8¾	4¾	48	13
Press Feeders.									
Boston:									
Assistants on one automatic feeding machine,	-	-	16.00	4-	2 T.	8¾	4¾	48	12
Assistants on two automatic feeding machines,	-	-	17.00	4-	2 T.	8¾	4¾	48	12
Assistants on rotary and magazine presses,	-	-	17.00	4-	2 T.	8¾	4¾	48	12
Cylinder press feeders,	-	-	16.00	4-	2 T.	8¾	4¾	48	12
Brookton:									
Cylinder feeders on two-roller presses,	-	-	13.50	4-	2 T.	8	8	48	4-
Cylinder feeders on four-roller presses,	-	-	15.00	4-	2 T.	8	8	48	4-
Lowell (cylinder),	-	-	16.00	4-	2 T.	8¾	4¾	48	12
Worcester,	-	-	13.50	1½ T.	2 T.	8 7/8	5 1/4	48	12
Printing Pressmen.									
<i>Apprentices.</i>									
Boston (web):									
First year,	-	-	8.00	-	2 T.	7	7	42	-
Second year,	-	-	10.00	-	2 T.	7	7	42	-
Third year,	-	-	12.00	-	2 T.	7	7	42	-
Fourth year,	-	-	15.00	-	2 T.	7	7	42	-
Fall River (web):³									
First year,	-	-	6.00	-	-	8	8	48	-
Second year,	-	-	9.00	-	-	8	8	48	-
Third year,	-	-	12.00	-	-	8	8	48	-
Fourth year,	-	-	14.00	-	-	8	8	48	-
After fourth year,	-	-	16.00	-	-	8	8	48	-
Lawrence (web):									
First year,	-	-	7.00	-	-	8	8	48	-
Second year,	-	-	9.00	-	-	8	8	48	-
Third year,	-	-	10.00	-	-	8	8	48	-
Fourth year,	-	-	11.00	-	-	8	8	48	-
Fifth year,	-	-	15.00	-	-	8	8	48	-
Springfield (newspaper):									
First two years, day,	-	\$1.50	-	4-	1½ T.	8	8	48	-
First two years, night,	-	1.50	-	1½ T.	1½ T.	7	8	43	-
Third and fourth years, day,	-	2.00	-	4-	1½ T.	8	8	48	-
Third and fourth years, night,	-	2.00	-	1½ T.	1½ T.	7	8	43	-
Taunton (see Fall River).									

¹ Same rate paid to photographers, negative turners, metal printers, etchers, engravers, routers, and blockers.² Same rate paid to photographers, etchers, finishers, proofers, and routers.³ One day, 8 hours.⁴ Before midnight, time and one-half; after midnight, double time.⁵ Before 10 P.M., time and one-half; after 10 P.M., double time.⁶ In offices where Saturday half-holiday is granted, time is made up during first 5 days of week.⁷ One day, 8¾ hours.⁸ In some cases the Saturday half-holiday is in effect during 3 months, when 8¾ hours a day is worked on the first 4 days of the week, and 8¾ hours on Friday.⁹ Same rates apply in Taunton.

TABLE 7. PRINTING AND ALLIED TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Printing Pressmen—Con.									
Cylinder.									
Boston,	-	-	\$23.00	1-	2 T.	-	-	48	3-
Brookton,	-	-	21.00	8-	2 T.	8	8	48	4-
Lawrence,	-	-	18.00	1½ T.	2 T.	8	8	48	-
Lowell (commercial work and one color),	-	-	21.00	1-	2 T.	8¾	4¾	48	12
Norwood,	-	-	23.00	1-	2 T.	8¾	4¾	48	12
Worcester,	-	-	18.00	1½ T.	2 T.	8¾	5¾	48	12
Job.									
Boston,	-	-	18.00	1-	2 T.	-	-	48	3-
Brookton,	-	-	18.00	8-	2 T.	8	8	48	4-
Lawrence,	-	-	18.00	1½ T.	2 T.	8	8	48	-
Lowell,	-	-	17.00	1-	2 T.	8¾	4¾	48	12
Worcester,	-	-	15.00	1½ T.	2 T.	8¾	5¾	48	12
Perfecting.									
Boston,	-	-	24.00	1-	2 T.	-	-	48	3-
Norwood,	-	-	24.00	1-	2 T.	8¾	4¾	48	12
Web.									
Boston,	-	\$4.44	26.64	-	2 T.	7	7	42	-
Boston (brakemen),	-	4.17	25.02	-	2 T.	7	7	42	-
Boston (journeymen),	-	3.69	22.14	-	2 T.	7	7	42	-
Fall River (3-deck press, daily), ¹	-	-	25.00	-	-	8	8	48	-
Fall River (3-deck press, daily and Sunday), ¹	-	-	30.00	-	-	8	8	54	-
Fall River (2-deck press, daily), ¹	-	-	22.50	-	-	8	8	48	-
Lawrence,	-	-	21.00	1½ T.	2 T.	8	8	48	-
Lowell,	-	-	21.00	1-	2 T.	8¾	4¾	48	12
Springfield (newspaper):									
Men in charge, day,	-	4.50	-	1-	2 T.	8	8	48	-
Men in charge, night,	-	4.50	-	1½ T.	2 T.	7	8	43	-
First pressmen, day,	-	3.00	-	1-	2 T.	8	8	48	-
First pressmen, night,	-	3.50	-	1½ T.	2 T.	7	8	43	-
Second pressmen, day,	-	2.75	16.50	1-	2 T.	8	8	48	-
Second pressmen, night,	-	3.00	-	1½ T.	2 T.	7	8	43	-
All other pressmen, day,	-	2.50	15.00	1-	2 T.	8	8	48	-
All other pressmen, night,	-	2.75	-	1½ T.	2 T.	7	8	43	-
Taunton (see Fall River).									
Worcester:									
Men in charge, day,	-	-	27.00	1½ T.	1½ T.	8	8	48	-
Men in charge, night,	-	-	27.00	1½ T.	1½ T.	7	7	42	-
Other pressmen, day,	-	-	21.00	1½ T.	1½ T.	8	8	48	-
Other pressmen, night,	-	-	21.00	1½ T.	1½ T.	7	7	42	-

¹ Before midnight, time and one-half; after midnight, double time.

² In some cases, half-holiday during entire year; in some cases, half-holiday during 3 months.

³ Before 10 P.M., time and one-half; after 10 P.M., double time.

⁴ In offices where Saturday half-holiday is granted, time is made up during first 5 days of week.

⁵ One day, 8¾ hours.

⁶ In some cases the Saturday half-holiday is in effect during 3 months, when 8¾ hours is worked on the first 4 days of the week, and 8¾ hours on Friday.

⁷ Same rates apply in Taunton.

⁸ Work 6 hours on Sunday.

TABLE 7. PRINTING AND ALLIED TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Stereotypers.										
<i>Apprentices.</i>										
Boston:										
First year,	-	\$2.16 $\frac{2}{3}$	-	\$0.52	\$1.04	6 7	6 7	1 36 42	}	-
Second year,	-	2.41 $\frac{2}{3}$	-	.52	1.04	6 7	6 7	1 36 42		-
Third year,	-	2.66 $\frac{2}{3}$	-	.52	1.04	6 7	6 7	1 36 42	}	-
Fourth year,	-	3.16 $\frac{2}{3}$	-	.52	1.04	6 7	6 7	1 36 42		-
Fifth year,	-	3.66 $\frac{2}{3}$	-	.52	1.04	6 7	6 7	1 36 42	}	-
Lawrence:										
First year,	-	1.00	-	Reg.	Reg.	8	8	48	-	-
Second year,	-	1.50	-	Reg.	Reg.	8	8	48	-	-
Third year,	-	2.00	-	Reg.	Reg.	8	8	48	-	-
Fourth year,	-	2.50	-	Reg.	Reg.	8	8	48	-	-
Fifth year,	-	2.75	-	Reg.	Reg.	8	8	48	-	-
Lowell:										
First year,	-	1.00	-	Reg.	Reg.	7 8	7 8	2 42 48	}	-
Second year,	-	1.50	-	Reg.	Reg.	7 8	7 8	2 42 48		-
Third year,	-	1.75	-	Reg.	Reg.	7 8	7 8	2 42 48	}	-
Fourth year,	-	2.00	-	Reg.	Reg.	7 8	7 8	2 42 48		-
Fifth year,	-	2.50	-	Reg.	Reg.	7 8	7 8	2 42 48	}	-
Springfield:										
First and second years,	-	1.50	-	3-	3-	7 8	8 8	4 43 48	}	-
Third and fourth years,	-	2.00	-	3-	3-	7 8	8 8	4 43 48		-
Fifth year,	-	2.50	-	3-	3-	7 8	8 8	4 43 48	}	-
<i>Stereotypers.</i>										
Boston,	-	\$4.16 $\frac{2}{3}$	-	\$.80	1.60	6 7	6 7	1 36 42	}	-
Boston (assistant foremen),	-	5.16 $\frac{2}{3}$	-	-	2 T.	6 7	6 7	1 36 42		-
Lawrence,	-	-	\$19.00	1 $\frac{1}{2}$ T.	2 T.	7 8	7 8	42 48	}	-
Lowell,	-	3.33 $\frac{1}{3}$	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	7 8	7 8	2 42 48		-
Springfield (day),	-	3.00	-	3-	3-	8	8	48	-	-
Springfield (night),	-	3.50	-	3-	3-	7	8	43	-	-
Springfield (foremen),	-	3.50	-	3-	3-	7	8	43	-	-

¹ Day work, 42 hours a week; night work, 36 hours.

² Day work, 48 hours a week; night work, 42 hours.

³ Regular rate, plus 10 cents an hour, for all overtime.

⁴ Day work, 48 hours a week; night work, 43 hours.

⁵ During the week of December 25, 1916, rate was increased to \$4.50 a day, and overtime rates were also increased.

⁶ Except overtime on Saturday for Sunday papers, when hourly rate is 70 cents.

⁷ During the week of December 25, 1916, rate was increased to \$5.50 a day, and overtime rates were also increased.

TABLE 8. STONE WORKING AND QUARRYING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Stone, Marble, and Quarry Workers.										
<i>Granite Cutters.</i>										
Boston, ²	\$0.50	\$4.00	-	1½ T.	2 T.	8	4	44	12	
Boston (surfacing machine cutters),	-	4.25	-	1½ T.	2 T.	8	4	44	12	
Brockton, ³	.50	4.00	\$22.00	1½ T.	2 T.	8	4	44	12	
Chelmsford, ³	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Chelmsford (apprentices),	.28	-	-	-	-	8	4	44	12	
Chelmsford (surfacing machine cutters),	.53½	4.28	28.54	1½ T.	2 T.	8	4	44	12	
Fall River, ⁴	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Fall River (surfacing machine cutters),	-	4.25	-	1½ T.	2 T.	8	4	44	12	
Fitchburg, ⁵	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Fitchburg (surfacing machine cutters),	.56½	-	-	1½ T.	2 T.	8	4	44	12	
Foxborough, ⁶	.50	4.00	22.00	-	-	8	4	44	12	
Gloucester, ⁴	.50	-	-	1½ T.	2 T.	8	4	44	12	
Gloucester (surfacing machine cutters),	.53	-	-	1½ T.	2 T.	8	4	44	12	
Holyoke, ⁴	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Holyoke (surfacing machine cutters),	.56½	4.50	24.75	2 T.	2 T.	8	4	44	12	
Lawrence, ⁴	.50	-	-	1½ T.	1½ T.	8	4	44	12	
Lowell, ⁴	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Lynn, ⁷	.50	-	-	1½ T.	2 T.	8	4	44	12	
Milford, ⁴	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Milford (surfacing machine cutters),	.53	4.24	28.32	1½ T.	2 T.	8	4	44	12	
Monson, ³	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Monson (surfacing machine cutters),	.53	-	-	1½ T.	2 T.	8	4	44	12	
New Bedford, ⁴	.50	-	-	1½ T.	2 T.	8	4	44	12	
New Bedford (surfacing machine cutters),	.55	-	-	1½ T.	2 T.	8	4	44	12	
Quincy, ⁸	.50	4.00	22.00	1½ T.	-	8	4	44	12	
Quincy (apprentices), ⁹	-	1.00	-	1½ T.	-	8	4	44	12	
Rockport, ⁴	.50	-	-	1½ T.	2 T.	8	4	44	12	
Rockport (surfacing machine cutters),	.53	-	-	1½ T.	2 T.	8	4	44	12	
Townsend, ⁸	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Westford, ⁴	.50	-	-	1½ T.	2 T.	8	4	44	12	
Worcester, ⁴	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Worcester (surfacing machine cutters),	.53	-	-	1½ T.	2 T.	8	4	44	12	
<i>Granite Polishers.</i>										
Quincy, ¹⁰	1.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
<i>Marble Setters and Helpers.</i>										
Boston (helpers),	-	2.80	-	1½ T.	2 T.	8	4	44	12	
Springfield,	.68½	5.50	-	2 T.	2 T.	8	4	44	12	

¹ For explanation of symbols see note 1 on page 8.² Polishers and tool sharpeners receive same rate.³ Tool sharpeners receive same rate.⁴ Polishers, sawyers, and tool sharpeners receive same rate.⁵ Polishers and tool sharpeners receive same rate. Apprentices serve three years; receive \$1.25 a day for the first six months and an increase of 25 cents a day after each six months of service.⁶ Polishers, surfacing machine cutters, and tool sharpeners receive same rate.⁷ Polishers and surfacing machine cutters receive same rate.⁸ Surfacing machine cutters and tool sharpeners receive same rate.⁹ Rates range from \$1.00 to \$2.50 a day according to years of service.¹⁰ Bedsetters, polishers (hand), and sawyers, when working by the day, receive same rate.

TABLE 8. STONE WORKING AND QUARRYING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Stone, Marble, and Quarry Workers — Con.										
<i>Marble, Mosaic, Terrazzo, and Composite Workers (Building).</i>										
Boston:										
Helpers,	\$0.37½	\$3.00	\$16.50	2 T.	2 T.	8	4	44	12	
Improvers, . . . . .	.40	3.20	17.60	2 T.	2 T.	8	4	44	12
Mechanics, . . . . .	.56½	4.50	24.75	2 T.	2 T.	8	4	44	12
<i>Polishing Cutters.</i>										
Chelmsford (block), . . . . .	.45	-	-	-	-	8	5	45	12
Fall River (block), . . . . .	.50	4.00	24.00	-	-	8	8	48	-
Gloucester (block), . . . . .	.41	3.28	19.68	-	-	8	8	48	-
Leominster (block), . . . . .	.50	4.00	22.25	-	-	8	4½	44½	12
Lowell, . . . . .	.50	-	-	1½ T.	2 T.	8	4	44	12
Rockport (block), . . . . .	.41	-	-	-	-	8	8	48	-
<i>Stone Cutters (General).</i>										
Boston (inside men):										
Carvers, . . . . .	.70	-	-	-	-	8	4	44	12
Cutters and fitters, . . . . .	.62½	-	-	-	-	8	4	44	12
Boston (outside men):										
Carvers, . . . . .	.70	-	-	2 T.	2 T.	8	4	44	12
Cutters and fitters, . . . . .	.70	-	-	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.56½	4.50	24.75	1½ T.	2 T.	8	4	44	12
Other Quarry Employees.										
<i>Blacksmiths.</i>										
Chelmsford, . . . . .	.41	-	-	1½ T.	2 T.	8	5	45	12
Chester, . . . . .	.28	-	1-	-	-	9	8	53	-
Chester (helpers), . . . . .	.20	-	1-	-	-	9	8	53	-
East Longmeadow, . . . . .	.34	3.06	18.02	-	-	9	8	53	-
Gloucester, . . . . .	.35	-	-	1½ T.	2 T.	8	8	48	-
Milford (helpers), . . . . .	.31	-	-	1½ T.	2 T.	8	8	48	2 6
Rockport, . . . . .	.35	2.80	16.80	1½ T.	2 T.	8	8	48	-
Townsend, . . . . .	.35	-	-	Reg.	Reg.	8	8	48	-
<i>Carpenters.</i>										
Chelmsford,	{ .28- .35	-	-	1½ T.	2 T.	8	5	45	12	
Townsend, . . . . .	.37½	-	-	Reg.	Reg.	8	8	48	-
<i>Coal Shovelers.</i>										
Gloucester (ship), . . . . .	.34½	-	-	1½ T.	2 T.	8	8	48	-
Rockport (ship), . . . . .	.34½	-	-	1½ T.	2 T.	8	8	48	-
<i>Crane Tenders.</i>										
Gloucester, . . . . .	.29	-	-	1½ T.	2 T.	8	8	48	-
Townsend,	-	2.50	-	Reg.	Reg.	8	8	48	-	
<i>Derrickmen.</i>										
Chelmsford,	{ .27- .32	-	-	1½ T.	2 T.	8	5	45	12	
Chester, . . . . .	.22	-	1-	-	-	9	8	53	-
Gloucester, . . . . .	.27	-	-	1½ T.	2 T.	8	8	48	-
Milford (second men), . . . . .	.30	-	-	1½ T.	2 T.	8	8	48	2 6
Milford (third men), . . . . .	.27	-	-	1½ T.	2 T.	8	8	48	2 6
Rockport, . . . . .	.27	2.16	12.96	1½ T.	2 T.	8	8	48	-
Townsend,	-	2.50	-	Reg.	Reg.	8	8	48	-	
<i>Derrickmen, Head.</i>										
Chelmsford, . . . . .	.32	-	-	1½ T.	2 T.	8	5	45	12
Chester, . . . . .	.27	-	1-	-	-	9	8	53	-
East Longmeadow, . . . . .	.26½	-	-	-	-	9	8	53	-

1 Paid for 54 hours, but work 53.

2 During 6 months, work 5 hours on Saturday, 45 hours a week.

TABLE 8. STONE WORKING AND QUARRYING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Other Quarry Employees — Con.										
Derrickmen, Head — Con.										
Gloucester,	\$0.29	-	-	1½ T.	2 T.	8	8	48	-	
Milford, . . . . .	.32	-	-	1½ T.	2 T.	8	18	148	16
Quincy, . . . . .	.33	-	-	Reg.	1½ T.	8	8	48	-
Townsend,	-	\$8.00	-	Reg.	Reg.	8	8	48	-	
Drillers.										
East Longmeadow (steam), .	.26½	-	-	-	-	9	8	53	-	
Gloucester (steam), . . .	.29	-	-	1½ T.	2 T.	8	8	48	-
Milford (hand), . . . . .	.31	-	-	1½ T.	2 T.	8	18	148	16
Drill Runners, Air Plug.										
Chelmsford,	{ .27- .29 .25- .27 }	-	-	1½ T.	2 T.	8	8	45	12	
Chester,	{ .27 .27 .27 }	-	1-	-	-	9	8	53	-	
Gloucester, . . . . .	.27	-	-	1½ T.	2 T.	8	8	48	-
Milford, . . . . .	.31	-	-	1½ T.	2 T.	8	18	148	16
Quincy, . . . . .	.33	-	-	Reg.	1½ T.	8	8	48	-
Rockport, . . . . .	.27	2.16	\$12.96	1½ T.	2 T.	8	8	48	-
Townsend,	-	2.50	-	Reg.	Reg.	8	8	48	-	
Drill Runners, Tripod.										
Chelmsford,	{ .30- .36 .28 }	-	-	1½ T.	2 T.	8	8	45	12	
Chester,	{ .28 .29 .29 }	-	1-	-	-	9	8	53	-	
Gloucester, . . . . .	.29	-	-	1½ T.	2 T.	8	8	48	-
Milford, . . . . .	.31	-	-	1½ T.	2 T.	8	18	148	16
Quincy, . . . . .	.33	-	-	Reg.	1½ T.	8	8	48	-
Rockport, . . . . .	.29	-	-	1½ T.	2 T.	8	8	48	-
Townsend,	-	2.75	-	Reg.	Reg.	8	8	48	-	
Engineers, Steam.										
Chester,	{ .27 .28 }	-	1-	-	-	9	8	53	-	
Lowell (in charge), . . .	-	-	21.00	-	-	8	5	45	12	
Lowell (operators), . . .	-	-	18.00	-	-	8	5	45	12	
Milford (hoisting and portable), . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	18	148	16
Rockport, . . . . .	.30	-	-	1½ T.	1½ T.	8	8	48	-
Rockport (operating revolving locomotive cranes), .	-	-	18.00	1½ T.	1½ T.	8	8	48	-	
Salem (in charge), . . .	-	-	21.00	-	-	8	5	45	12	
Salem (operators), . . .	-	-	18.00	-	-	8	5	45	12	
Townsend,	-	2.75	-	Reg.	Reg.	8	8	48	-	
Laborers.										
Chelmsford,	{ .24- .25 .20- .22 }	-	-	1½ T.	2 T.	8	8	45	12	
Chester,	{ .21 .25 .23 }	-	1-	-	-	9	8	53	-	
East Longmeadow, . . .	.21	1.89	11.13	-	-	9	8	53	-
Gloucester, . . . . .	.25	-	-	1½ T.	2 T.	8	8	48	-
Quincy, . . . . .	.28	-	-	Reg.	1½ T.	8	8	48	-
Rockport, . . . . .	.25	2.00	12.00	1½ T.	2 T.	8	8	48	-
Planermen.										
East Longmeadow, . . .	.33	3.42	20.14	-	-	9	8	53	-
Powdermen.										
Chelmsford, . . . . .	.32½	-	-	1½ T.	2 T.	8	8	45	12
Milford, . . . . .	.31	-	-	1½ T.	2 T.	8	18	148	16
Townsend,	-	3.00	-	Reg.	Reg.	8	8	48	-	

1 During 6 months, work 5 hours on Saturday, 45 hours a week.

2 Paid for 54 hours, but work 53.

TABLE 8. STONE WORKING AND QUARRYING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Other Quarry Employees — Con.										
Quarrymen.										
Chelmsford,	\$0.27-.29	-	-	1¼ T.	2 T.	8	5	45	12	
Chester, . . . . .	.27	-	1 -	-	-	9	8	53	-
East Longmeadow, . . . . .	.26½	-	-	-	-	9	8	53	-
Gloucester, . . . . .	.27	-	-	1¼ T.	2 T.	8	8	48	-
Milford, . . . . .	.31	-	-	1¼ T.	2 T.	8	8	48	6
Quincy, . . . . .	.33	-	-	Reg.	1¼ T.	8	8	48	-
Rockport, . . . . .	.27	\$2.16	\$12.96	1¼ T.	2 T.	8	8	48	-
Townsend,	-	2.50	-	Reg.	Reg.	8	8	48	-	
Sectionmen.										
Chelmsford, . . . . .	.27	-	-	1¼ T.	2 T.	8	5	45	12
Chelmsford (foremen), . . . . .	.30	-	-	1¼ T.	2 T.	8	5	45	12
Rockport, . . . . .	.27	2.16	12.96	1¼ T.	2 T.	8	8	48	-
Stone Sawyers.										
East Longmeadow, . . . . .	.32	2.88	16.96	-	-	9	8	53	-
Tool Sharpeners.										
Chester, . . . . .	.28	-	1 -	-	-	9	8	53	-
Gloucester, . . . . .	.35	-	-	1¼ T.	2 T.	8	8	48	-
Milford, . . . . .	.50	-	-	1¼ T.	2 T.	8	8	48	6
Rockport, . . . . .	.35	2.80	16.80	1¼ T.	2 T.	8	8	48	-
Trackmen.										
Gloucester, . . . . .	.27	-	-	1¼ T.	2 T.	8	8	48	-
Rockport, . . . . .	.27	-	-	1¼ T.	2 T.	8	8	48	-
Traveler Operators.										
East Longmeadow, . . . . .	.28½	-	-	-	-	9	8	53	-
East Longmeadow (assistant), . . . . .	.26½	-	-	-	-	9	8	53	-

¹ Paid for 54 hours, but work 53.² During 6 months, work 5 hours on Saturday, 45 hours a week.

TABLE 9. TEAMING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Bakery Wagon Drivers.									
Brockton (large shops),	-	-	\$18.00	-	-	10	10	60	-
Brockton (small shops),	-	-	15.00	-	-	10	10	60	-
Carriage Drivers and Chauffeurs.									
Boston:									
Carriage drivers,	-	\$2.00	-	\$0.30	\$0.30	11	11	2 80-84	-
Chauffeurs,	-	2.75	-	.30	.30	11	11	2 80-84	-
Chauffeurs,	-	2.50	-	.30	.30	9	9	63	-
Taxi drivers,	-	2.75	-	.30	.30	10½	10½	73½	-
Touring car drivers,	-	-	21.00	.30	.30	10½	10½	73½	-
Coal Teamsters.									
<i>One-horse.</i>									
Beverly,	-	-	14.00	.35	2 T.	10	10	60	7
Boston,	-	-	15.00	-	2 T.	9	9	54	4 6
Brockton, ⁵	-	-	15.00	Reg.	2 T.	8	8	48	-
Fitchburg,	-	2.00	12.00	Reg.	Reg.	10	10	60	-
Haverhill,	-	-	14.00	1½ T.	1½ T.	9	9	54	3
Holyoke,	-	-	14.00	1½ T.	1½ T.	6 9½	6 9½	57	6 4
Lowell, ⁷	-	-	14.50	-	-	10	10	60	-
Lynn,	-	-	14.00	-	2 T.	9	9	54	5½
Malden,	-	-	15.00	-	2 T.	9	9	54	4 6
Natick,	-	-	14.00	.30	2 T.	9	9	54	-
Springfield,	-	-	15.00	2 T.	2 T.	10	10	60	5
Wakefield, ⁷	-	-	13.50	-	-	9	9	54	-
Waltham,	-	-	14.50	.30	-	9	9	54	4 6
Westfield,	-	-	14.00	-	-	9	9	54	-
Winchester,	-	-	14.00	-	-	9	9	54	4 6
Worcester,	-	-	14.00	1½ T.	1½ T.	9	9	55	9 6
<i>Two-horse.</i>									
Beverly,	-	-	15.00	.35	2 T.	10	10	60	7
Boston,	-	-	16.00	Reg.	2 T.	9	9	54	4 6
Fitchburg,	-	2.25	13.50	Reg.	Reg.	10	10	60	-
Haverhill,	-	-	15.00	1½ T.	1½ T.	9	9	54	3
Holyoke,	-	-	15.00	1½ T.	1½ T.	6 9½	6 9½	57	6 4
Lowell, ⁷	-	-	16.00	-	-	10	10	60	-
Lynn,	-	-	15.50	-	2 T.	9	9	54	5½
Malden,	-	-	16.00	Reg.	2 T.	9	9	54	4 6
Natick,	-	-	15.00	.30	2 T.	9	9	54	-
Springfield,	-	-	16.00	2 T.	2 T.	10	10	60	5
Wakefield, ⁷	-	-	15.00	-	-	9	9	54	-
Waltham,	-	-	15.50	.35	-	9	9	54	4 6
Winchester,	-	-	15.00	-	-	9	9	54	4 6
Worcester,	-	-	15.00	1½ T.	1½ T.	9	9	55	9 6

¹ For explanation of symbols see note 1 on page 8.² On Sunday, work from 14 to 18 hours.³ Regular rate, except on Saturday P.M. during the 6 months when the half-holiday is in effect, when 30 cents an hour is paid.⁴ During 6 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.⁵ In hay and grain or contract establishments receive same rate of wages and work same number of hours.⁶ During 4 months, 10 hours on 4 days, 9 hours on Friday, 5 hours on Saturday, 54 hours a week.⁷ Prevailing rate; no agreement enforcing a minimum.⁸ Overtime rate 35 cents an hour, except on Saturday P.M. during the 5½ months when the half-holiday is in effect, when double time is paid.⁹ During 6 months, work 10 hours on 5 days and 5 hours on Saturday; during the other 6 months, work 9 hours on 6 days and 1 hour on Sunday.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Coal Teamsters — Con.										
Three-horse.										
Boston,	-	-	\$17.00	Reg.	2 T.	9	19	1 54	16	
Lynn,	-	-	16.00	2-	2 T.	9	9	54	5½	
Natick,	-	-	16.00	1½ T.	2 T.	9	9	54	-	
Chauffeurs.										
Beverly,	-	-	17.00	\$0.35	2 T.	10	10	60	7	
Boston (electric truck),	-	-	17.00	Reg.	2 T.	9	19	1 54	16	
Boston (gasoline truck),	-	-	19.00	Reg.	2 T.	9	19	1 54	16	
Brockton,	-	-	16.00	Reg.	2 T.	8	8	48	-	
Haverhill,	-	-	16.00	1½ T.	1½ T.	9	9	54	3	
Lowell (heavy truck), ¹	-	-	17.00	-	-	10	10	60	-	
Lynn,	-	-	18.00	2-	2 T.	9	9	54	5½	
Lynn (helpers),	-	-	14.00	2-	2 T.	9	9	54	5½	
Malden (electric truck),	-	-	18.00	Reg.	2 T.	9	19	1 54	16	
Malden (gasoline truck),	-	-	19.00	Reg.	2 T.	9	19	1 54	16	
Waltham,	-	-	17.50	.40	-	9	19	1 54	16	
Helpers.										
Beverly,	-	-	13.00	.35	2 T.	10	10	60	7	
Fitchburg,	-	\$2.00	12.00	Reg.	Reg.	10	10	60	-	
Haverhill,	-	-	13.00	1½ T.	1½ T.	9	9	54	3	
Holyoke,	-	-	13.00	1½ T.	1½ T.	4 9½	4 9½	4 57	4 4	
Lynn,	-	-	14.00	2-	2 T.	9	9	54	5½	
Malden,	-	-	15.00	Reg.	2 T.	9	19	1 54	16	
Natick,	-	-	14.00	.30	2 T.	9	9	54	-	
Springfield,	-	-	14.00	2 T.	2 T.	10	10	60	5	
Waltham,	-	-	14.50	.30	-	9	19	1 54	16	
Worcester,	-	-	13.00	1½ T.	1½ T.	9	9	54	5 6	
Wharfmen.										
Boston,	-	-	15.00	2-	2 T.	9	19	1 54	16	
Lynn,	-	-	14.00	2-	2 T.	9	9	54	5½	
Malden,	-	-	15.00	2-	2 T.	9	19	1 54	16	
Waltham,	-	-	14.50	.30	-	9	19	1 54	16	
Yardmen.										
Haverhill,	-	-	14.00	1½ T.	1½ T.	9	9	54	3	
Winchester,	-	-	14.00	-	-	9	19	1 54	16	
Department Store Drivers, Chauffeurs, and Helpers.										
Boston:										
One-horse teamsters,	-	2.50	15.00	Reg.	2 T.	9	9	54	-	
Two-horse teamsters,	-	2.66½	16.00	Reg.	2 T.	9	9	54	-	
Chauffeurs,	-	3.00	18.00	Reg.	2 T.	9	9	54	-	
Helpers (auto),	-	-	10.00	Reg.	2 T.	9	9	54	-	
Helpers (wagon),	-	-	8.00	Reg.	2 T.	9	9	54	-	
Express and Transfer Drivers.										
One-horse.										
Boston,	-	-	14.00	.35	7-	10	10	60	-	
Brockton,	-	-	15.00	.25	2 T.	9	9	54	-	

¹ During 6 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.

² Overtime rate 35 cents an hour, except on Saturday P.M. during the 5½ months when the half-holiday is in effect, when double time is paid.

³ Prevailing rate; no agreement enforcing a minimum.

⁴ During 4 months, 10 hours on 4 days, 9 hours on Friday, 5 hours on Saturday, 54 hours a week.

⁵ During 6 months, work 10 hours on 5 days and 5 hours on Saturday; during the other 6 months, work 9 hours on 6 days and 1 hour on Sunday.

⁶ Regular rate, except on Saturday P.M. during the 6 months when the half-holiday is in effect, when 30 cents an hour is paid.

⁷ On holidays, double time.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Express and Transfer Drivers — Con.									
<i>One-horse — Con.</i>									
Haverhill,	-	-	\$15.00	1½ T.	1½ T.	10	10	60	-
Lynn,	-	-	15.00	1½ T.	2 T.	10	9	59	-
Natick,	-	-	14.00	\$0.30	2 T.	9	9	54	-
<i>Two-horse.</i>									
Boston,	-	-	16.00	.35	1-	10	10	60	-
Brockton,	-	-	18.00	.30	2 T.	9	9	54	-
Haverhill,	-	-	18.00	1½ T.	1½ T.	10	10	60	-
Lynn,	-	-	16.50	1½ T.	2 T.	10	9	59	-
<i>Three-horse.</i>									
Lynn,	-	-	17.00	1½ T.	2 T.	10	9	59	-
<i>Four-horse.</i>									
Lynn,	-	-	18.00	1½ T.	2 T.	10	9	59	-
<i>Chauffeurs.</i>									
Boston (small auto),	-	-	16.00	.35	1-	10	10	60	-
Boston (truck),	-	-	18.00	.35	1-	10	10	60	-
Lynn,	-	-	19.00	1½ T.	2 T.	10	9	59	-
<i>Helpers.</i>									
Boston:									
One-horse,	-	-	11.00	.35	1-	10	10	60	-
Two-horse,	-	-	12.00	.35	1-	10	10	60	-
Truck, large,	-	-	13.00	.35	1-	10	10	60	-
Brockton,	-	-	14.00	-	2 T.	9	9	54	-
Haverhill,	-	-	14.00	1½ T.	1½ T.	10	10	60	-
Lynn,	-	-	14.50	1½ T.	2 T.	10	9	59	-
Furniture Teamsters.									
Haverhill (chauffeurs),	-	-	16.00	Reg.	Reg.	10	10	60	2
Haverhill (chauffeurs' helpers),	-	-	14.00	Reg.	Reg.	10	10	60	2
Grain and Mason Supply Handlers.									
Springfield:									
One-horse,	-	-	14.00	1½ T.	2 T.	10	6	56	12
Two-horse,	-	-	15.00	1½ T.	2 T.	10	6	56	12
Chauffeurs (trucks, two tons and over),	-	-	18.00	1½ T.	2 T.	10	6	56	12
Chauffeurs (trucks, less than two tons),	-	-	16.00	1½ T.	2 T.	10	6	56	12
Helpers,	-	-	13.50	1½ T.	2 T.	10	6	56	12
Ice Cart Drivers.									
Brockton:									
Drivers, first year,	-	-	16.00	-	-	8	8	48	-
Drivers, second year,	-	-	17.00	-	-	8	8	48	-
Helpers,	-	-	15.00	-	-	8	8	48	-
Fitchburg,	-	\$2.75	16.50	Reg.	Reg.	10	10	60	-
Lynn:									
Chauffeurs,	-	-	18.00	-	2 T.	-	-	-	-
Ice drivers (November 1 to May 1),	-	-	15.00	-	2 T.	-	-	-	-
Route drivers (May 1 to November 1),	-	-	18.00	-	2 T.	-	-	-	-
Helpers,	-	-	15.00	-	2 T.	-	-	-	-
Natick,	-	-	17.00	-	-	9	9	54	-

1 On holidays, double time.

2 During 7 months of year receive \$15 a week; during 5 months of year receive \$16 a week.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Laundry Wagon Drivers.										
Brockton,	-	-	¹ \$14.00	-	-	2-	2-	2-	-	
Haverhill,	-	\$2.00	12.00	1½ T.	1½ T.	9	9	54	-	
Lumber Teamsters.										
<i>One-horse.</i>										
Beverly,	-	-	14.00	\$0.35	2 T.	9	5	50	12	
Boston,	-	-	14.00	Reg.	Reg.	{ 9 10 }	5	{ 50 55 }	12	
Brockton,	-	-	15.00	2 T.	2 T.	9	4	49	12	
Lynn,	-	-	13.00	.35	2 T.	9	5	50	12	
Natick,	-	-	14.00	.30	2 T.	9	9	54	-	
Wakefield, ⁴	-	-	⁴ 13.50	-	-	9	⁴ 9	⁴ 54	⁴ 6	
Worcester,	-	-	12.00	-	-	11	11	67	-	
<i>Two-horse.</i>										
Beverly,	-	-	15.00	.35	2 T.	9	5	50	12	
Boston,	-	-	16.00	Reg.	Reg.	{ 9 10 }	5	{ 50 55 }	12	
Brockton,	-	-	16.50	2 T.	2 T.	9	4	49	12	
Lynn,	-	-	15.00	.35	2 T.	9	5	50	12	
Natick,	-	-	15.00	.30	2 T.	9	9	54	-	
Wakefield, ⁴	-	-	⁴ 15.00	-	-	9	⁴ 9	⁴ 54	⁴ 6	
Worcester,	-	-	14.00	-	-	11	11	67	-	
<i>Three-horse.</i>										
Lynn,	-	-	16.00	.35	2 T.	9	5	50	12	
Worcester,	-	-	15.00	-	-	11	11	67	-	
<i>Four-horse.</i>										
Lynn,	-	-	17.00	.35	2 T.	9	5	50	12	
<i>Chauffeurs.</i>										
Beverly,	-	-	17.00	.35	2 T.	9	5	50	12	
Boston (first class),	-	-	17.00	Reg.	Reg.	{ 9 10 }	5	{ 50 55 }	12	
Boston (second class),	-	-	15.00	Reg.	Reg.	{ 9 10 }	5	{ 50 55 }	12	
Boston (helpers),	-	-	9.00	Reg.	Reg.	{ 9 10 }	5	{ 50 55 }	12	
Brockton,	-	-	18.00	2 T.	2 T.	9	4	49	12	
Brockton (helpers),	-	-	16.00	2 T.	2 T.	9	4	49	12	
Lynn,	-	-	18.00	.35	2 T.	9	5	50	12	
<i>Helpers.</i>										
Beverly,	-	-	13.00	.35	2 T.	9	5	50	12	
Boston,	-	-	9.00	Reg.	Reg.	{ 9 10 }	5	{ 50 55 }	12	
Lynn,	-	-	13.00	.35	2 T.	9	5	50	12	
<i>Tally Boys.</i>										
Boston (first year),	-	-	5.00	Reg.	Reg.	{ 9 10 }	5	{ 50 55 }	12	
Boston (second year),	-	-	9.00	Reg.	Reg.	{ 9 10 }	5	{ 50 55 }	12	

¹ Also system of commissions.² Work by routes; cover 1 route a day.³ During 8 months, 9 hours a day, 50 hours a week; during 4 months, 10 hours a day, 55 hours a week.⁴ Prevailing rate; no agreement enforcing a minimum.⁵ During 6 months 5 hours on Saturday, 50 hours a week.⁶ One hour on Sunday.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Lumber Teamsters — Con.										
<i>Tally Men.</i>										
Beverly,	-	-	\$14.00	\$0.35	2 T.	9	5	50	12	
Boston (first class),	-	-	18.00	Reg.	Reg.	10	5	55	12	
Boston (second class),	-	-	13.00	Reg.	Reg.	10	5	55	12	
Lynn,	-	-	16.00	.35	2 T.	9	5	50	12	
<i>Yardmen.</i>										
Boston,	-	-	13.00	Reg.	Reg.	10	5	55	12	
Boston (yard captains),	-	-	13.00	Reg.	Reg.	10	5	55	12	
Lynn,	-	-	13.00	.35	2 T.	9	5	50	12	
Market and Commission House Teamsters.										
Boston (one-horse),	-	-	16.50	-	2 T.	10½	6½	59	12	
Boston (two-horse),	-	-	18.50	-	2 T.	10½	6½	59	12	
Milk Wagon Drivers.										
<i>Boston:</i>										
Chauffeurs,	-	-	20.00	Reg.	Reg.	9	9	63	-	
Drivers,	-	-	20.00	Reg.	Reg.	10	10	70	-	
Drivers (one-horse),	-	-	15.00	Reg.	Reg.	10	10	70	-	
Drivers (two-horse),	-	-	18.00	Reg.	Reg.	10	10	70	-	
Helpers,	-	-	15.00	Reg.	Reg.	10	10	70	-	
Route foremen,	-	-	23.00	Reg.	Reg.	10	10	60	-	
Newspaper Wagon Drivers.										
Boston,	-	\$3.00	22.00	.40	\$0.44%	9	9	63	-	
Piano and Furniture Movers.										
<i>Boston:</i>										
Chauffeurs,	\$0.35	3.50	21.00	.40	2 T.	11	11	66	-	
Drivers, . . . . .	.30	3.00	18.00	.40	2 T.	11	11	66	-
Helpers, . . . . .	.28½	2.83½	17.00	.40	2 T.	11	11	66	-
Packers, . . . . .	.28½	2.83½	17.00	.40	2 T.	11	11	66	-
Sand and Cement Teamsters.										
<i>One-horse.</i>										
Boston,	-	-	14.00	Reg.	2 T.	10	10	60	3	
Lynn,	-	-	14.00	Reg.	1½ T.	9	9	54	-	
<i>Two-horse.</i>										
Boston,	-	-	16.00	Reg.	2 T.	10	10	60	3	
Lynn,	-	-	15.00	Reg.	1½ T.	9	9	54	-	
Natick,	-	-	15.00	.30	2 T.	9	9	54	-	
<i>Three-horse.</i>										
Boston,	-	-	17.00	Reg.	2 T.	10	10	60	3	
Lynn,	-	-	16.00	Reg.	1½ T.	9	9	54	-	

¹ During 8 months, 9 hours a day, 50 hours a week; during 4 months, 10 hours a day, 55 hours a week.² Also \$2 a year additional for each man under his supervision.³ Inexperienced drivers during first 3 months, \$15 a week; during second 3 months, \$17; during the next 7 months, \$18; after 13 months, \$20 a week.⁴ Work 7 days a week; during 7 months of year one day off each 3 weeks.⁵ Paid \$4 for a day's work on Sunday.⁶ During 3 months, 6 hours on Saturday, 56 hours a week.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Sand and Cement Teamsters — Con.										
<i>Four-horse.</i>										
Lynn,	-	-	\$17.00	Reg.	1½ T.	9	9	54	-	
<i>Chauffeurs.</i>										
Boston,	-	-	21.00	Reg.	2 T.	10	10	160	13	
Boston (helpers),	-	-	14.00	Reg.	2 T.	10	10	160	13	
<i>Hay and Stone Teamsters.</i>										
Boston,	-	-	14.00	Reg.	2 T.	10	10	160	13	
<i>Tip Cart Drivers.</i>										
Boston,	-	-	13.50	Reg.	2 T.	10	10	160	13	
Stablemen and Garagemen.										
Boston:										
Brass polishers,	-	-	14.00	\$0.25	\$0.25	10	10	170	-	
Feeders,	-	-	15.00	.25	.25	10	10	170	-	
Gasoline tank fillers, . .	-	-	16.00	.25	.25	10	10	170	-	
Harness cleaners,	-	-	15.00	.25	.25	10	10	170	-	
Horse clippers,	-	-	15.00	.25	.25	10	10	170	-	
Hostlers,	-	-	14.00	.25	.25	10	10	170	-	
Oilers,	-	-	16.00	.25	.25	10	10	170	-	
Tire setters,	-	-	15.00	.25	.25	10	10	170	-	
Washers, auto,	-	-	18.00	.25	.25	10	10	170	-	
Washers, team,	-	-	16.00	.25	.25	10	10	170	-	
Holyoke,	-	-	15.00	1½ T.	1½ T.	9	9	63	-	
Holyoke (helpers),	-	-	13.50	1½ T.	1½ T.	9	9	63	-	
Quincy,	-	-	16.00	-	2 T.	12	12	75	-	
Springfield,	-	-	18.00	1½ T.	1½ T.	10	10	70	-	
Springfield (riggers), . .	-	-	21.00	1½ T.	1½ T.	9	9	54	-	
Teamsters, General.										
<i>One-horse.</i>										
Boston,	-	-	14.00	.25	2 T.	11	11	66	-	
Holyoke,	-	-	13.00	1½ T.	1½ T.	9	9	54	-	
Quincy,	-	-	13.00	-	2 T.	12	12	75	-	
Springfield,	-	-	14.00	1½ T.	1½ T.	9	9	54	-	
Wakefield, ¹	-	-	13.50	-	-	9	9	54	-	
Worcester,	-	-	12.00	-	-	11	11	767	-	
<i>Two-horse.</i>										
Boston,	-	-	16.00	.30	2 T.	11	11	66	-	
Fitchburg,	-	\$2.25	13.50	Reg.	Reg.	10	10	60	-	
Holyoke,	-	-	14.00	1½ T.	1½ T.	9	9	54	-	
Quincy,	-	-	15.00	-	2 T.	12	12	75	-	
Springfield,	-	-	16.00	1½ T.	1½ T.	9	9	54	-	
Wakefield, ¹	-	-	15.00	-	-	9	9	54	-	
Worcester,	-	-	14.00	-	-	11	11	767	-	

¹ During 3 months, 6 hours on Saturday, 56 hours a week.

² During 6 months, no work on Sunday, 60 hours a week; during other 6 months, 10 hours on Sunday, 70 hours a week.

³ Three hours on Sunday.

⁴ One day off each month, without pay.

⁵ After midnight, double time.

⁶ Prevailing rate; no agreement enforcing a minimum.

⁷ One hour on Sunday.

TABLE 9. TEAMING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Teamsters, General — Con.										
Three-horse.										
Boston,	-	-	\$17.00	1-	2 T.	11	11	66	-	
Holyoke,	-	-	15.00	1½ T.	1½ T.	9	9	54	-	
Quincy,	-	-	16.00	-	2 T.	12	12	* 75	-	
Worcester,	-	-	15.00	-	-	11	11	* 67	-	
Four-horse.										
Boston,	-	-	18.00	1-	2 T.	11	11	66	-	
Quincy,	-	-	18.00	-	2 T.	12	12	* 75	-	
Five-horse.										
Boston,	-	-	19.00	1-	2 T.	11	11	66	-	
Six-horse.										
Boston,	-	-	20.00	1-	2 T.	11	11	66	-	
Teamsters (Not Stated).										
Fitchburg,	-	\$2.50	15.00	Reg.	Reg.	10	10	60	-	
Springfield (dump carts),	-	-	14.00	1½ T.	1½ T.	9	9	54	-	
Springfield (doing own rigging),	-	-	18.00	1½ T.	1½ T.	9	9	54	-	
Chauffeurs.										
Boston,	-	-	18.00	1-	2 T.	11	11	66	-	
Fitchburg (heavy truck),	-	2.50	15.00	Reg.	Reg.	10	10	60	-	
Holyoke (trucks, three tons or less),	-	-	16.00	1½ T.	1½ T.	9	9	54	-	
Holyoke (trucks, over three tons),	-	-	18.00	1½ T.	1½ T.	9	9	54	-	
Natick (heavy truck),	-	-	20.00	1½ T.	2 T.	9	9	54	-	
Springfield (trucks, less than three tons),	-	-	18.00	1½ T.	1½ T.	9	9	54	-	
Springfield (trucks, over three tons),	-	-	20.00	1½ T.	1½ T.	9	9	54	-	
Worcester:	-	-	-	-	-	-	-	-	-	
Light truck,	-	-	15.00	-	-	11	11	* 67	-	
Heavy truck,	-	-	18.00	-	-	11	11	* 67	-	
Electric truck,	-	-	15.00	-	-	11	11	* 67	-	
Gasoline truck,	-	-	18.00	-	-	11	11	* 67	-	
Helpers.										
Boston,	-	-	16.00	1-	2 T.	11	11	66	-	
Fitchburg,	-	2.00	12.00	Reg.	Reg.	10	10	60	-	
Holyoke,	-	-	13.00	1½ T.	1½ T.	9	9	54	-	
Springfield,	-	-	15.00	1½ T.	1½ T.	9	9	54	-	
Springfield (lump helpers), ⁴	*\$0.30	-	-	-	-	9	9	54	-	
Wakefield, ⁵	-	-	* 13.00	-	-	9	9	54	-	
Worcester (chauffeurs),	-	-	12.00	-	-	11	11	* 67	-	
Worcester (teamsters),	-	-	12.00	-	-	11	11	* 67	-	

¹ After midnight, double time.

² Three hours on Sunday.

³ One hour on Sunday.

⁴ Lump helpers receive not less than 30 cents an hour or fraction thereof; when moving pianos one hour's pay is deducted from aggregate hourly earnings, but 50 cents extra is paid per lift for straight away moving (meaning moving one piano); 75 cents extra if moving piano through single window, and \$1.25 extra if moving piano through double window.

⁵ Prevailing rate; no agreement enforcing a minimum.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Clerical Employees.										
Boston:										
Clerks: ²										
Adjustment clerks,	-	-	\$15.00	-	-	7½	4½	42	12	
Contract information clerks,	-	-	14.00	-	-	7½	4½	42	12	
Plant clerks,	-	-	18.00	-	-	7½	4½	42	12	
Posting clerks,	-	-	14.00	-	-	7½	4½	42	12	
Revenue account clerks,	-	-	14.00	-	-	7½	4½	42	12	
Senior clerks,	-	-	16.00	-	-	7½	4½	42	12	
Traffic managers' clerks,	-	-	18.00	-	-	7½	4½	42	12	
Instructors, operators, class 1,	-	-	18.00	-	-	7½	4½	42	12	
Instructors, operators, class 2,	-	-	17.50	-	-	7½	4½	42	12	
Stenographers,	-	-	15.00	-	-	7½	4½	42	12	
Toll observers,	-	-	17.50	-	-	7½	4½	42	12	
Toll observers, chief,	-	-	18.00	-	-	7½	4½	42	12	
Typists,	-	-	14.00	-	-	7½	4½	42	12	
Electrical Workers (Telephone Workers).										
Boston:										
Cable splicers,	-	\$3.50 4.00 4.25 4.50	21.00 24.00 25.50 27.00	1½ T.	1½ T.	8	8	48	3½	
Cable splicers, head,	-	4.75	28.50	1½ T.	1½ T.	8	8	48	3½	
Cable splicers' helpers,	-	3.00	18.00	1½ T.	1½ T.	8	8	48	3½	
Linemen,	-	3.75	-	1½ T.	1½ T.	8	8	48	3	
Linemen, foremen,	-	5.00	-	1½ T.	1½ T.	8	8	48	3	
Linemen, foremen, sub-,	-	4.50	-	1½ T.	1½ T.	8	8	48	3	
Linemen, head,	-	4.25	-	1½ T.	1½ T.	8	8	48	3	
Line repairmen,	-	4.00	-	1½ T.	1½ T.	8	8	48	3	
Boston (central office):										
Repairmen, class A,	-	4.25	-	1½ T.	1½ T.	8	8	48	4	
Repairmen, class B,	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Testmen, class "A" toll,	-	5.00	-	1½ T.	1½ T.	8	8	48	4	
Testmen, class "B" toll,	-	4.50	-	1½ T.	1½ T.	8	8	48	4	
Testmen, first class,	-	4.50	-	1½ T.	1½ T.	8	8	48	4	
Testmen, senior,	-	5.00	-	1½ T.	1½ T.	8	8	48	4	
Wire chief's clerks, general,	-	-	\$18.00	1½ T.	1½ T.	8	8	48	4	
Wire chief's clerks, senior,	-	-	22.50	1½ T.	1½ T.	8	8	48	4	
Others (unrated men),	-	-	\$18.00	1½ T.	1½ T.	8	8	48	4	
Boston (other employees):										
Foremen,	-	5.00	-	1½ T.	1½ T.	8	8	48	4	
Foremen, sub-,	-	4.75	-	1½ T.	1½ T.	8	8	48	4	
Installers, private branch exchange, class A,	-	4.25	-	1½ T.	1½ T.	8	8	48	4	
Installers, private branch exchange, class B,	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Installers, sub-station, class C,	-	3.75	-	1½ T.	1½ T.	8	8	48	4	
Repairmen, combination line,	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Repairmen, sub-station, class A,	-	4.25	-	1½ T.	1½ T.	8	8	48	4	
Repairmen, sub-station, class B,	-	4.00	-	1½ T.	1½ T.	8	8	48	4	

¹ For explanation of symbols see note 1 on p. 8.² Rates shown are standard rates, not minimum.³ First year, receive \$18 a week; second and third years, \$19.50; thereafter, \$21.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Electrical Workers (Telephone Workers) — Con.										
Fitchburg (central office):¹										
Cable splicers,	-	3.50	\$21.00	1½ T.	2-	8	8	48	4	
Electrical workers, n. s.,	-	3.25	19.50	1½ T.	2-	8	8	48	4	
Foremen,	-	3.50	21.00	1½ T.	2-	8	8	48	4	
Groundmen,	-	2.00	12.00	1½ T.	2-	8	8	48	4	
Installers, sub-station, first class,	-	3.25	19.50	1½ T.	2-	8	8	48	4	
Installers, sub-station, second class,	-	3.00	18.00	1½ T.	2-	8	8	48	4	
Linemen, first class,	-	3.25	19.50	1½ T.	2-	8	8	48	4	
Linemen, second class,	-	2.50	15.00	1½ T.	2-	8	8	48	4	
Repairmen, first class,	-	3.25	19.50	1½ T.	2-	8	8	48	4	
Repairmen, second class,	-	3.00	18.00	1½ T.	2-	8	8	48	4	
Stock clerks,	-	2.50	15.00	1½ T.	2-	8	8	48	4	
Testmen, first class,	-	3.25	19.50	1½ T.	2-	8	8	48	4	
Framingham (linemen),	-	-	21.00	-	-	8	8	48	3	
Lynn:										
Cable splicers,	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Cable splicers, head,	-	4.50	-	1½ T.	1½ T.	8	8	48	4	
Cable splicers' helpers,	-	3.00	-	1½ T.	1½ T.	8	8	48	4	
Installers,	-	3.50	-	1½ T.	1½ T.	8	8	48	4	
Installers, equipment,	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Linemen,	-	3.50	-	1½ T.	1½ T.	8	8	48	4	
Linemen, head,	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Linemen's apprentices,	-	3.00	-	1½ T.	1½ T.	8	8	48	4	
Repairmen, central office,	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Repairmen, line,	-	3.75	-	1½ T.	1½ T.	8	8	48	4	
Testmen,	-	4.25	-	1½ T.	1½ T.	8	8	48	4	
Testmen, senior,	-	4.50	-	1½ T.	1½ T.	8	8	48	4	
New Bedford:										
Cable splicers,	-	{ 3.25 3.75 4.00 4.25 }	{ 19.50 22.50 24.00 25.50 }	1½ T.	1½ T.	8	8	48	-	
Installers, private branch exchange, class A,	-	4.00	-	1½ T.	1½ T.	8	8	48	-	
Installers, private branch exchange, class B,	-	3.75	-	1½ T.	1½ T.	8	8	48	-	
Installers, sub-station, class C,	-	3.50	-	1½ T.	1½ T.	8	8	48	-	
Linemen,	-	3.50	-	1½ T.	1½ T.	8	8	48	-	
Repairmen, line,	-	3.75	-	1½ T.	1½ T.	8	8	48	-	
Repairmen, sub-station, class A,	-	4.00	-	1½ T.	1½ T.	8	8	48	-	
Repairmen, sub-station, class B,	-	3.75	-	1½ T.	1½ T.	8	8	48	-	
Testmen, class "A" toll,	-	4.75	-	1½ T.	1½ T.	8	8	48	-	
Testmen, class "B" toll,	-	4.25	-	1½ T.	1½ T.	8	8	48	-	
Testmen, first class,	-	4.25	-	1½ T.	1½ T.	8	8	48	-	
Testmen, senior,	-	4.75	-	1½ T.	1½ T.	8	8	48	-	
Salem:										
Cable splicers,	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Cable splicers, head,	-	4.50	-	1½ T.	1½ T.	8	8	48	4	
Cable splicers' helpers,	-	3.00	-	1½ T.	1½ T.	8	8	48	4	
Installers,	-	3.50	-	1½ T.	1½ T.	8	8	48	4	
Installers, equipment,	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Linemen,	-	3.50	-	1½ T.	1½ T.	8	8	48	4	

¹ Prevailing rates; no agreement establishing a minimum rate.

² On holidays, double time; on Sundays, time and one-half.

³ During 4 months, linemen work 9 hours on 5 days, no work on Saturday; and stationmen work 8 hours on 4 days, 7½ hours on 1 day, and 4½ hours on Saturday.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Electrical Workers (Telephone Workers) — Con.										
Salem — Con.										
Linemen, head,	-	\$4.00	-	1½ T.	1½ T.	8	8	48	4	
Linemen's apprentices,	-	3.00	-	1½ T.	1½ T.	8	8	48	4	
Repairmen, central office,	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Repairmen, line,	-	3.75	-	1½ T.	1½ T.	8	8	48	4	
Testmen,	-	4.25	-	1½ T.	1½ T.	8	8	48	4	
Testmen, senior,	-	4.50	-	1½ T.	1½ T.	8	8	48	4	
Taunton:										
Cable splicers,	-	4.50	-	1½ T.	-	8	18	148	14	
Cable splicers' helpers,	-	2.50	-	1½ T.	-	8	18	148	14	
Electrical workers, n. s., central office,	-	4.00	-	1½ T.	-	8	18	148	14	
Foremen, gang,	-	4.50	-	1½ T.	-	8	18	148	14	
Groundmen,	-	2.25	-	1½ T.	-	8	18	148	14	
Installers, sub-station, first class,	-	3.50	-	1½ T.	-	8	18	148	14	
Linemen, first class,	-	3.50	-	1½ T.	-	8	18	148	14	
Linemen, second class,	-	3.00	-	1½ T.	-	8	18	148	14	
Repairmen, combination line,	-	3.75	-	1½ T.	-	8	18	148	14	
Repairmen, sub-station, first class,	-	3.75	-	1½ T.	-	8	18	148	14	
Testmen, first class,	-	4.25	-	1½ T.	-	8	18	148	14	
Testmen, second class,	-	3.75	-	1½ T.	-	8	18	148	14	
Worcester:										
Cable splicers,	-	{ 3.25 3.75 4.00 4.25	{ \$19.50 22.50 24.00 25.50	1½ T.	1½ T.	8	8	48	3½	
Installers, private branch exchange, class A,	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Installers, private branch exchange, class B,	-	3.75	-	1½ T.	1½ T.	8	8	48	4	
Installers, sub-station, class C,	-	3.50	-	1½ T.	1½ T.	8	8	48	4	
Linemen,	-	3.50	-	1½ T.	1½ T.	8	8	48	3	
Repairmen, line,	-	3.75	-	1½ T.	1½ T.	8	8	48	3	
Repairmen, sub-station, class A,	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Repairmen, sub-station, class B,	-	3.75	-	1½ T.	1½ T.	8	8	48	4	
Testmen, class "A" toll,	-	4.75	-	1½ T.	1½ T.	8	8	48	4	
Testmen, class "B" toll,	-	4.25	-	1½ T.	1½ T.	8	8	48	4	
Testmen, first class,	-	4.25	-	1½ T.	1½ T.	8	8	48	4	
Testmen, senior,	-	4.75	-	1½ T.	1½ T.	8	8	48	4	
Telegraphers, Commercial.										
Springfield (minimum office), ²	-	-	\$ 25.00	-	-	8½	8½	51	-	
Springfield (maximum office or Bureau Point), ³	-	-	\$ 35.00	-	-	8½	8½	51	-	
Telephone Operators, Day.										
Lawrence:										
At end of six months,	-	-	7.00	1½ T.	1½ T.	8	8	48	-	
At end of one year,	-	-	9.00	1½ T.	1½ T.	8	8	48	-	
At end of one and one-half years,	-	-	9.50	1½ T.	1½ T.	8	8	48	-	

¹ During 4 months, 4½ hours on Saturday, 44½ hours a week.² Scale in effect throughout the State, wherever commercial telegraphers are employed in similar offices.³ Before 6 P.M., 66 cents an hour; after 6 P.M., 76 cents an hour.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Telephone Operators, Day — Con.									
Lawrence — Con.									
At end of two and one-half years,	-	-	\$10.50	1½ T.	1½ T.	8	8	48	-
At end of four years,	-	-	12.00	1½ T.	1½ T.	8	8	48	-
Clerks,	-	-	11.50	1½ T.	1½ T.	8	8	48	-
Senior operators,	-	-	13.00	1½ T.	1½ T.	8	8	48	-
Supervisors,	-	-	15.00-17.00	1½ T.	1½ T.	8	8	48	-
Lowell:									
During training period (student),	-	-	5.00	-	-	8	8	48	-
On assignment as student operator,	-	-	6.00	1½ T.	1½ T.	8	8	48	-
At end of three months,	-	-	7.00	1½ T.	1½ T.	8	8	48	-
At end of eight months,	-	-	8.00	1½ T.	1½ T.	8	8	48	-
At end of one year,	-	-	9.00	1½ T.	1½ T.	8	8	48	-
At end of one and one-half years,	-	-	9.50	1½ T.	1½ T.	8	8	48	-
At end of two years,	-	-	10.00	1½ T.	1½ T.	8	8	48	-
At end of two and one-half years,	-	-	10.50	1½ T.	1½ T.	8	8	48	-
At end of three years,	-	-	11.00	1½ T.	1½ T.	8	8	48	-
At end of three and one-half years,	-	-	11.50	1½ T.	1½ T.	8	8	48	-
At end of four years,	-	-	12.00	1½ T.	1½ T.	8	8	48	-
At end of five years,	-	-	12.50	1½ T.	1½ T.	8	8	48	-
At end of six years,	-	-	13.00	1½ T.	1½ T.	8	8	48	-
At end of seven years,	-	-	14.00	1½ T.	1½ T.	8	8	48	-
Clerks,	-	-	9.00-14.00	1½ T.	1½ T.	8	8	48	-
Clerks, chief,	-	-	14.00-17.00	1½ T.	1½ T.	8	8	48	-
Clerks, senior,	-	-	10.00-15.00	1½ T.	1½ T.	8	8	48	-
Senior operators,	-	-	10.00-15.00	1½ T.	1½ T.	8	8	48	-
Supervisors,	-	-	15.50-17.00	1½ T.	1½ T.	8	8	48	-
Marlborough:									
During training period (student),	-	-	4.00	-	-	8	8	48	-
On assignment as student operator,	-	-	6.00	-	-	8	8	48	-
At end of three months,	-	-	6.50	-	-	8	8	48	-
At end of six months,	-	-	7.00	-	-	8	8	48	-
At end of nine months,	-	-	7.50	-	-	8	8	48	-
At end of one year,	-	-	8.00	-	-	8	8	48	-
At end of one and one-half years,	-	-	8.50	-	-	8	8	48	-
At end of two and one-half years,	-	-	9.00	-	-	8	8	48	-
At end of four years,	-	-	10.00	-	-	8	8	48	-
Clerks,	-	-	9.00-10.00	-	-	8	8	48	-
Senior operators,	-	-	9.00-11.00	-	-	8	8	48	-
Supervisors,	-	-	11.50-13.00	-	-	8	8	48	-

¹ Range of rates, from minimum to maximum, paid according to length of service.

² Work 7 hours a day, 42 hours a week, on afternoon-evening or forenoon-evening assignments — so-called "split trick."

³ On holidays, double time; on Sundays, time and one-half.

⁴ Arrangements made for certain number of employees to have half-holiday each week.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	Weekly Rates of Wages	HOURS OF LABOR		OCCUPATIONS AND MUNICIPALITIES.	Weekly Rates of Wages	HOURS OF LABOR	
		Day	Week			Day	Week
Telephone Employees.¹				Telephone Employees — Con.			
<i>Clerks.</i>				<i>Clerks, Senior — Con.</i>			
On assignment,	\$9.00	8	48	At end of two years,	\$12.00	8	48
At end of six months,	9.50	8	48	At end of two and one-half years,	12.50	8	48
At end of one year,	10.00	8	48	At end of three years,	13.00	8	48
At end of one and one-half years,	10.50	8	48	At end of three and one-half years,	13.50	8	48
At end of two years,	11.00	8	48	At end of four years,	14.00	8	48
At end of two and one-half years,	11.50	8	48	At end of four and one-half years,	14.50	8	48
At end of three years,	12.00	8	48	At end of five years,	15.00	8	48
At end of three and one-half years,	12.50	8	48				
At end of four years,	13.00	8	48	<i>Messengers (Women).</i>			
At end of four and one-half years,	13.50	8	48	During training period,	5.00	8	48
At end of five years,	14.00	8	48	On assignment,	6.00	8	48
<i>Clerks, Chief.</i>				<i>Pay Station Attendants.</i>			
On assignment,	14.00	8	48	On assignment,	9.00	8	48
At end of six months,	14.50	8	48	At end of six months,	9.50	8	48
At end of one year,	15.00	8	48	At end of one year,	10.00	8	48
At end of one and one-half years,	15.50	8	48	At end of one and one-half years,	10.50	8	48
At end of two years,	16.00	8	48	At end of two years,	11.00	8	48
At end of two and one-half years,	16.50	8	48	At end of two and one-half years,	11.50	8	48
At end of three years,	17.00	8	48	At end of three years,	12.00	8	48
<i>Clerks, Senior.</i>				At end of three and one-half years,	12.50	8	48
On assignment,	10.00	8	48	At end of four years,	13.00	8	48
At end of six months,	10.50	8	48	At end of four and one-half years,	13.50	8	48
At end of one year,	11.00	8	48	At end of five years,	14.00	8	48
At end of one and one-half years,	11.50	8	48				

¹ Employed in Boston Metropolitan Division, Holyoke, Lynn, New Bedford, Springfield, and Worcester.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE—CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	WEEKLY RATES OF WAGES			WEEKLY HOURS OF LABOR ¹				
	Day or Evening Assignments	Split-trick ² or First-half Night Assignments	Last-half Night Assignments	Day Assignments	Evening Assignments	Split-trick ² Assignments	First-half Night Assignments	Last-half Night Assignments
Telephone Operators.³								
<i>Operators.</i>								
During training period, . . .	\$5.00	—	—	—	—	—	—	—
As student operator, ⁴ . . .	6.00	\$7.00	\$8.00	45	33	39	33	45
At end of three months, . . .	7.00	8.00	9.00	45	33	39	33	45
At end of eight months, . . .	8.00	9.00	10.00	45	33	39	33	45
At end of one year, . . .	9.00	10.00	11.00	45	33	39	33	45
At end of one and one-half years, . . .	9.50	10.50	11.50	45	33	39	33	45
At end of two years, . . .	10.00	11.00	12.00	45	33	39	33	45
At end of two and one-half years, . . .	10.50	11.50	12.50	45	33	39	33	45
At end of three years, . . .	11.00	12.00	13.00	45	33	39	33	45
At end of three and one-half years, . . .	11.50	12.50	13.50	45	33	39	33	45
At end of four years, . . .	12.00	13.00	14.00	45	33	39	33	45
At end of five years, . . .	12.50	13.50	14.50	45	33	39	33	45
At end of six years, . . .	13.00	14.00	15.00	45	33	39	33	45
At end of seven years, . . .	14.00	15.00	16.00	45	33	39	33	45
<i>Operators, Senior.</i>								
On assignment, . . .	10.00	11.00	12.00	45	33	39	33	45
At end of six months, . . .	10.50	11.50	12.50	45	33	39	33	45
At end of one year, . . .	11.00	12.00	13.00	45	33	39	33	45
At end of one and one-half years, . . .	11.50	12.50	13.50	45	33	39	33	45
At end of two years, . . .	12.00	13.00	14.00	45	33	39	33	45
At end of two and one-half years, . . .	12.50	13.50	14.50	45	33	39	33	45
At end of three years, . . .	13.00	14.00	15.00	45	33	39	33	45
At end of three and one-half years, . . .	13.50	14.50	15.50	45	33	39	33	45
At end of four years, . . .	14.00	15.00	16.00	45	33	39	33	45
At end of four and one-half years, . . .	14.50	15.50	16.50	45	33	39	33	45
At end of five years, . . .	15.00	16.00	17.00	45	33	39	33	45
<i>Supervisors.</i>								
On assignment, . . .	15.50	16.50	17.50	44	33	38	33	44
At end of six months, . . .	16.00	17.00	18.00	44	33	38	33	44
At end of one year, . . .	16.50	17.50	18.50	44	33	38	33	44
At end of one and one-half years, . . .	17.00	18.00	19.00	44	33	38	33	44

¹ Hours of labor do not include one-half hour granted daily in two rest periods of 15 minutes each; daily hours for operators and senior operators, for the 5 stated assignments are, respectively, 7½, 5½, 6½, 5½, and 7½, exclusive of rest periods and lunch time; supervisors work same daily and weekly hours except on day assignments, when 7½ hours a day are worked, and on "split-trick" assignments, when 6½ hours a day are worked.

² Forenoon-evening and afternoon-evening assignments are known as "split tricks."

³ Employed in Boston Metropolitan Division, Holyoke, Lynn, New Bedford, Springfield, and Worcester.

⁴ The data presented in the following table, showing the average weekly wages paid to operators in February, 1917, not including any overtime worked, are more truly representative of the actual conditions than the rates above quoted, for the reason that a large proportion of the operators, because of length of service, are receiving the higher rates of pay:—

LOCALITIES.	AVERAGE WEEKLY WAGES		
	Operators	Senior Operators	Supervisors
Metropolitan Division — Boston,	\$12.43	\$15.61	\$18.03
Holyoke,	12.48	15.40	18.17
Lynn,	12.92	16.74	17.67
New Bedford,	12.64	15.99	17.73
Springfield,	12.22	14.48	17.98
Worcester,	11.91	15.03	18.12

⁴ After one month of employment.

TABLE 11. THEATRICAL EMPLOYMENT.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY ¹ —			OVERTIME ²		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
Carpenters (Combination Houses).									
Boston,	-	-	\$20.00	\$0.75	\$0.75	-	-	-	-
Fall River,	-	-	22.00	.40	.50	-	-	-	-
Fitchburg,	\$2.00	-	22.00	.50	.50	-	-	-	-
Haverhill,	-	\$3.33 $\frac{1}{3}$	20.00	.50	.75	-	-	-	-
Holyoke,	-	\$5.00	25.00	.50	.50	-	-	-	-
Lawrence,	-	5.00	20.00	.50	1 $\frac{1}{4}$ T.	-	-	-	-
New Bedford,	-	-	25.00	.50	1.00	-	-	-	-
North Adams,	-	-	18.00	.30	.60	-	-	-	-
Northampton,	-	4.00	20.00	.40	.80	-	-	-	-
Salem,	-	-	25.00	.50	.75	-	-	-	-
Springfield,	-	-	27.00	.50	1.10	-	-	-	-
Taunton,	1.50	-	\$22.50	.50	.50	-	-	-	-
Worcester,	-	-	25.00	.50	.50	-	-	-	-
Carpenters (Stock Theatres).									
Brockton,	-	-	21.00	.50	.75	-	-	-	-
Fall River,	-	-	35.00	.40	.50	-	-	-	-
Fitchburg,	2.00	-	25.00	.50	.50	-	-	-	-
Haverhill,	-	4.16 $\frac{2}{3}$	25.00	.50	.75	-	-	-	-
Holyoke,	-	\$5.00	25.00	.50	.50	-	-	-	-
Lawrence,	-	-	25.00	-	1 $\frac{1}{4}$ T.	-	-	-	-
New Bedford,	-	-	25.00	.50	1.00	-	-	-	-
North Adams,	-	-	25.00	.30	.60	-	-	-	-
Northampton,	-	-	27.00	-	-	-	-	-	-
Salem,	-	-	30.00	.50	.75	-	-	-	-
Taunton,	1.50	-	\$22.50	.50	.50	-	-	-	-
Waltham,	3.00	6.00	30.00	.75	2 T.	-	-	-	-
Worcester,	-	-	30.00	.50	2 T.	-	-	-	-
Carpenters (Vaudeville Houses).									
Boston,	-	-	30.00	.75	.75	-	-	-	-
Brockton,	-	-	20.00	.50	.75	-	-	-	-
Fall River,	-	-	22.00	.40	.50	-	-	-	-
Fitchburg,	2.00	-	20.00	.50	.50	-	-	-	-
Framingham (see Waltham),	-	-	-	-	-	-	-	-	-
Haverhill (small houses),	-	\$3.33 $\frac{1}{3}$	20.00	.50	1 $\frac{1}{4}$ T.	-	-	-	-
Holyoke,	-	\$5.00	25.00	.50	.50	-	-	-	-
Lawrence,	-	-	20.00	.50	1 $\frac{1}{4}$ T.	-	-	-	-
Lawrence (small houses),	-	-	20.00	-	.50	-	-	-	-
Natick (see Waltham),	-	-	-	-	-	-	-	-	-
New Bedford,	-	-	25.00	.50	1.00	-	-	-	-
Newton (see Waltham),	-	-	-	-	-	-	-	-	-

¹ With the exception of Moving Picture Operators there are no regular hours for employees in this classification. Wages are paid by the performance, by the day, or by the week, regardless of the number of hours worked. The three rates in the different localities are shown, where possible, but have no connection with each other, although entered on the same line for convenience.

² Overtime is any time worked before hour set for reporting at theatre, or after stage has been cleared after performance, or work on Sunday. For explanation of symbols, see note 1 on page 8.

³ For work on Sunday.

⁴ Rate went into effect November 1, 1916; former rate was \$18 a week.

⁵ Rate went into effect November 1, 1916; former rate was 35 cents an hour.

⁶ On Sunday, double time, except regular rate when putting on show.

⁷ Per morning of 3 hours or less, 75 cents.

⁸ Rate went into effect November 1, 1916; former rate was \$22 a week.

⁹ Time and one-half is paid for all days where more than 3 shows are run, and more than 4 acts at any one performance.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
Carpenters (Vaudeville Houses) — Con.									
North Adams,	-	-	\$18.00	\$0.30	\$0.60	-	-	-	-
Northampton,	-	-	20.00	-	-	-	-	-	-
Salem,	-	-	18.00	.50	.75	-	-	-	-
Springfield,	-	-	27.00	.50	1.10	-	-	-	-
Taunton,	\$1.50	-	22.50	.50	.50	-	-	-	-
Waltham, ¹	2.00	\$4.00	22.00	.60	2 T.	-	-	-	-
Worcester,	-	-	25.00	.50	2 T.	-	-	-	-
Carpenters, Assistant (Combination Houses).									
New Bedford,	-	-	22.50	.50	1.00	-	-	-	-
Northampton,	-	3.50	18.00	.30	.60	-	-	-	-
Carpenters, Assistant (Stock Theatres).									
Haverhill,	-	-	22.50	.50	.75	-	-	-	-
New Bedford,	-	-	22.50	.50	1.00	-	-	-	-
Northampton,	-	-	23.00	-	-	-	-	-	-
Salem,	-	-	20.00	.50	.75	-	-	-	-
Carpenters, Assistant (Vaudeville Houses).									
New Bedford,	-	-	22.50	.50	1.00	-	-	-	-
Electricians (Combination Houses).									
Boston,	-	-	25.00	.75	.75	-	-	-	-
Fitchburg,	1.50	-	16.00	.50	.50	-	-	-	-
Holyoke,	1.50	-	18.00	.50	.50	-	-	-	-
Lawrence,	-	5.00	18.00	.50	1½ T.	-	-	-	-
New Bedford,	-	-	22.50	.50	1.00	-	-	-	-
North Adams,	-	-	16.00	.30	.60	-	-	-	-
Northampton,	-	3.50	18.00	.30	.60	-	-	-	-
Salem,	-	-	17.00	.50	.75	-	-	-	-
Springfield,	-	4.50	22.00	.50	1.00	-	-	-	-
Taunton,	1.50	-	18.00	.50	.50	-	-	-	-
Worcester,	-	-	20.00	.50	4 -	-	-	-	-
Electricians (Stock Theatres).									
Brookton,	-	-	16.00	.50	.75	-	-	-	-
Fitchburg,	1.50	-	16.00	.50	.50	-	-	-	-
Holyoke,	1.50	-	18.00	.50	.50	-	-	-	-
New Bedford,	-	-	22.50	.50	1.00	-	-	-	-
North Adams,	-	-	16.00	.30	.60	-	-	-	-
Northampton,	-	-	23.00	-	-	-	-	-	-
Salem,	-	-	19.00	.50	.75	-	-	-	-
Taunton,	1.50	-	18.00	.50	.50	-	-	-	-
Waltham,	2.00	4.00	22.00	.60	2 T.	-	-	-	-
Worcester,	-	-	20.00	.50	2 T.	-	-	-	-

¹ Rate went into effect November 1, 1916; former rate was \$18 a week.² Rate went into effect November 1, 1916; former rate was 35 cents an hour.³ Same rates apply in Framingham, Natick, and Newton.⁴ On Sunday, double time, except regular rate when putting on show.⁵ Per morning of 3 hours or less, 75 cents.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
Electricians (Vaudeville Houses).									
Boston,	-	-	\$25.00	\$0.75	\$0.75	-	-	-	-
Brockton,	-	-	16.00	.50	.75	-	-	-	-
Fitchburg,	\$1.50	-	16.00	.50	.50	-	-	-	-
Framingham (see Waltham).									
Holyoke,	1.50	-	18.00	.50	.50	-	-	-	-
Lawrence,	-	-	18.00	.50	1½ T.	-	-	-	-
Natick (see Waltham).									
New Bedford,	-	-	22.50	.50	1.00	-	-	-	-
Newton (see Waltham).									
North Adams,	-	-	16.00	.30	.60	-	-	-	-
Springfield,	-	\$4.50	22.00	.50	1.00	-	-	-	-
Taunton,	1.50	-	18.00	1.50	.50	-	-	-	-
Waltham, ¹	1.75	3.00	20.00	.50	2 T.	-	-	-	-
Worcester,	-	-	20.00	.50	2 T.	-	-	-	-
Firemen, Stationary.									
Worcester,	-	3.00	18.00	-	-	8	8	48	-
Flymen (Combination Houses).									
Boston,	1.75	-	-	.50	.50	-	-	-	-
Fall River,	1.50	-	-	.40	.50	-	-	-	-
Fitchburg,	1.50	-	15.00	.50	.50	-	-	-	-
Haverhill,	1.50	3.00	18.00	.50	.75	-	-	-	-
Holyoke,	1.50	-	18.00	.50	.50	-	-	-	-
Lawrence,	1.50	-	-	.50	1½ T.	-	-	-	-
New Bedford,	-	-	18.00	.50	1.00	-	-	-	-
North Adams,	-	-	15.00	.30	.60	-	-	-	-
Northampton,	1.00	-	-	.30	.60	-	-	-	-
Northampton (head),	1.50	-	15.00	.30	.60	-	-	-	-
Salem,	1.25	-	-	.50	.75	-	-	-	-
Springfield,	2.00	-	20.00	.50	1.00	-	-	-	-
Taunton,	1.50	-	18.00	1.50	.50	-	-	-	-
Worcester,	1.50	-	20.00	.50	4 -	-	-	-	-
Flymen (Stock Theatres).									
Brockton,	-	-	16.00	.50	.75	-	-	-	-
Fall River,	-	-	20.00	.40	.50	-	-	-	-
Fitchburg,	1.50	-	15.00	.50	.50	-	-	-	-
Haverhill,	1.50	3.00	18.00	.50	.75	-	-	-	-
Holyoke,	1.50	-	18.00	.50	.50	-	-	-	-
Lawrence,	1.50	-	-	-	1½ T.	-	-	-	-
New Bedford,	-	-	18.00	.50	1.00	-	-	-	-
North Adams,	-	-	15.00	.30	.60	-	-	-	-
Northampton,	1.00	-	-	-	-	-	-	-	-
Northampton (head),	-	-	15.00	-	-	-	-	-	-
Salem,	1.25	-	-	.50	.75	-	-	-	-
Taunton,	1.50	-	16.00	1.50	.50	-	-	-	-
Waltham,	1.75	3.50	20.00	.50	2 T.	-	-	-	-
Worcester,	-	-	20.00	.50	2 T.	-	-	-	-
Flymen (Vaudeville Houses).									
Boston,	-	-	20.00	.50	.50	-	-	-	-
Brockton,	-	-	16.00	.50	.75	-	-	-	-
Fall River,	-	-	17.00	.40	.50	-	-	-	-

¹ Rate went into effect November 1, 1916; former rate was 35 cents an hour.² Same rates apply in Framingham, Natick, and Newton.³ Rate went into effect November 1, 1916; former rate was \$15 a week.⁴ On Sunday, double time, except regular rate when putting on show.⁵ Per morning of 3 hours or less, 75 cents.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY—			OVERTIME		HOURS OF LABOR			
	Per- formance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
Flymen (Vaudeville Houses)—Con.									
Fitchburg.	\$1.50	-	\$15.00	\$0.50	\$0.50	-	-	-	-
Frammingham (see Waltham).	-	-	-	-	-	-	-	-	-
Haverhill (small houses),	-	\$2.80	16.80	.50	1½ T.	-	-	-	-
Holyoke,	1.50	-	18.00	.50	.50	-	-	-	-
Lawrence,	-	-	18.00	.50	1½ T.	-	-	-	-
Lawrence (small houses),	-	-	16.80	1-	1-	-	-	-	-
Natick (see Waltham).	-	-	-	-	-	-	-	-	-
New Bedford,	-	-	18.00	.50	1.00	-	-	-	-
Newton (see Waltham).	-	-	-	-	-	-	-	-	-
North Adams,	-	-	15.00	.30	.60	-	-	-	-
Salem,	1.25	-	-	.50	.75	-	-	-	-
Springfield,	2.00	-	20.00	.50	1.00	-	-	-	-
Taunton,	1.50	-	16.00	.50	.50	-	-	-	-
Waltham,*	1.50	3.00	18.00	.50	2 T.	-	-	-	-
Worcester,	-	-	20.00	.50	2 T.	-	-	-	-
Grips (Combination Houses).									
Boston,	1.75	-	-	.50	.50	-	-	-	-
Fall River,	1.50	-	-	.40	.50	-	-	-	-
Fitchburg,	1.50	-	15.00	.50	.50	-	-	-	-
Haverhill,	1.50	3.00	18.00	.50	.75	-	-	-	-
Holyoke,	1.50	-	18.00	.50	.50	-	-	-	-
Lawrence,	1.50	-	-	.50	1½ T.	-	-	-	-
New Bedford,	-	-	18.00	.50	1.00	-	-	-	-
North Adams,	-	-	15.00	.30	.60	-	-	-	-
Northampton,	1.00	-	-	.30	.60	-	-	-	-
Salem,	1.25	-	-	.50	.75	-	-	-	-
Springfield,	1.75	-	18.00	.50	1.10	-	-	-	-
Taunton,	1.50	-	16.00	.50	.50	-	-	-	-
Worcester,	1.50	-	20.00	.50	1-	-	-	-	-
Grips (Stock Theatres).									
Brockton,	-	-	16.00	.50	.75	-	-	-	-
Fall River,	-	-	20.00	.40	.50	-	-	-	-
Fitchburg,	1.50	-	15.00	.50	.50	-	-	-	-
Haverhill,	1.50	3.00	18.00	.50	.75	-	-	-	-
Holyoke,	1.50	-	18.00	.50	.50	-	-	-	-
Lawrence,	1.50	-	-	-	1½ T.	-	-	-	-
New Bedford,	-	-	18.00	.50	1.00	-	-	-	-
North Adams,	-	-	15.00	.30	.60	-	-	-	-
Northampton,	1.00	-	-	-	-	-	-	-	-
Salem,	1.25	-	-	.50	.75	-	-	-	-
Taunton,	1.50	-	16.00	.50	.50	-	-	-	-
Waltham,	1.75	3.50	17.00	.50	2 T.	-	-	-	-
Worcester,	-	-	20.00	.50	2 T.	-	-	-	-
Grips (Vaudeville Houses).									
Boston,	-	-	20.00	.50	.50	-	-	-	-
Brockton,	-	-	16.00	.50	.75	-	-	-	-
Fall River,	-	-	17.00	.40	.50	-	-	-	-
Fitchburg,	1.50	-	15.00	.50	.50	-	-	-	-

* Time and one-half is paid for all days where more than 3 shows are run, and more than 4 acts at any one performance.

* Rate went into effect November 1, 1916; former rate was \$15 a week.

* Rate went into effect November 1, 1916; former rate was 35 cents an hour.

* Same rates apply in Frammingham, Natick, and Newton.

* On Sunday, double time, except regular rate when putting on show.

* Per morning of 3 hours or less, 75 cents.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
Grips (Vaudeville Houses) — Con.									
Framingham (see Waltham).	—	\$2.80	\$16.80	\$0.50	1½ T.	—	—	—	—
Haverhill (small houses),	\$1.50	—	18.00	.50	\$0.50	—	—	—	—
Holyoke,	—	—	18.00	.50	1½ T.	—	—	—	—
Lawrence,	—	—	16.80	1 —	1 —	—	—	—	—
Lawrence (small houses),	—	—	16.80	—	—	—	—	—	—
Natick (see Waltham).	—	—	—	—	—	—	—	—	—
New Bedford,	—	—	18.00	.50	1.00	—	—	—	—
Newton (see Waltham).	—	—	—	—	—	—	—	—	—
North Adams,	—	—	15.00	.30	.60	—	—	—	—
Salem,	1.25	—	—	.50	.75	—	—	—	—
Springfield,	1.75	—	18.00	.50	1.00	—	—	—	—
Taunton,	1.50	—	² 16.00	² .50	.50	—	—	—	—
Waltham, ⁴	1.50	3.00	17.00	.50	2 T.	—	—	—	—
Worcester,	—	—	20.00	.50	2 T.	—	—	—	—
Lighting Operators (Combination Houses).									
Boston (bridge and stage), .	1.75	—	12.00	.50	.50	—	—	—	—
Boston (front),	2.00	—	14.00	.50	.50	—	—	—	—
Fall River,	1.50	—	—	.40	.50	—	—	—	—
Haverhill (bridge and front),	1.50	3.00	18.00	—	1½ T.	—	—	—	—
Haverhill (stage),	1.50	—	—	—	1½ T.	—	—	—	—
Holyoke,	1.50	—	—	.50	.50	—	—	—	—
Lawrence,	1.50	—	—	—	1½ T.	—	—	—	—
New Bedford,	1.50	—	—	.50	1.00	—	—	—	—
North Adams (bridge and front),	1.00	—	—	.30	.60	—	—	—	—
Northampton (front), . . .	1.50	—	—	.30	.60	—	—	—	—
Northampton (stage), . . .	1.00	—	—	.30	.60	—	—	—	—
Salem (bridge and stage), . .	1.25	—	—	.50	.75	—	—	—	—
Salem (front),	1.50	—	—	.50	.75	—	—	—	—
Springfield,	1.50	—	—	—	—	—	—	—	—
Taunton (front and stage), . .	² 1.50	—	16.00	² .50	.50	—	—	—	—
Worcester (picture houses, front),	1.50	—	—	—	—	—	—	—	—
Worcester (picture houses, stage),	1.25	—	—	—	—	—	—	—	—
Lighting Operators (Stock Theatres).									
Haverhill (bridge and front),	1.50	3.00	18.00	—	1½ T.	—	—	—	—
Haverhill (stage),	1.50	—	—	—	1½ T.	—	—	—	—
Holyoke,	1.50	—	—	.50	.50	—	—	—	—
Lawrence,	1.50	—	—	—	1½ T.	—	—	—	—
New Bedford,	1.50	—	—	.50	1.00	—	—	—	—
North Adams (bridge and front),	1.00	—	—	.30	.60	—	—	—	—
Northampton,	1.00	—	—	.30	.60	—	—	—	—
Salem (bridge and stage), . .	1.25	—	—	.50	.75	—	—	—	—
Salem (front),	1.50	—	—	.50	.75	—	—	—	—
Taunton (front and stage), . .	² 1.50	—	16.00	² .50	.50	—	—	—	—

¹ Time and one-half is paid for all days where more than 3 shows are run, and more than 4 acts at any one performance.

² Rate went into effect November 1, 1916; former rate was \$15 a week.

³ Rate went into effect November 1, 1916; former rate was 35 cents an hour.

⁴ Same rates apply in Framingham, Natick, and Newton.

⁵ Rate went into effect November 1, 1916; former rate was \$1.25 a performance.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
Lighting Operators (Vaudeville Houses).									
Boston (bridge and stage), .	\$1.75	-	\$18.00	\$0.50	\$0.50	-	-	-	-
Boston (front), .	2.00	-	21.00	.50	.50	-	-	-	-
Haverhill (bridge and front),	1.50	\$3.00	18.00	-	1 1/4 T.	-	-	-	-
Haverhill (stage), .	1.50	-	-	-	1 1/4 T.	-	-	-	-
Holyoke,	1.50	-	-	.50	.50	-	-	-	-
Lawrence,	1.50	-	-	-	1 1/4 T.	-	-	-	-
New Bedford,	1.50	-	-	.50	1.00	-	-	-	-
North Adams (bridge and front),	1.00	-	-	.30	.60	-	-	-	-
Salem (bridge and stage), .	1.25	-	-	.50	.75	-	-	-	-
Salem (front),	1.50	-	-	.50	.75	-	-	-	-
Springfield,	1.50	-	-	-	-	-	-	-	-
Taunton (front and stage), .	1.50	-	16.00	.50	.50	-	-	-	-
Moving Picture Operators.									
Boston,	-	-	\$ 20.00	.75	.75	7	7	\$ 42	-
Brockton,	-	\$ 4.00	20.00	.75	.75	6	6	36	-
Fitchburg:									
Operators (six nights and one matinee),	3.00	-	16.00	1.00	1.00	3	3	21	-
Picture houses (head op- erators),	3.00	-	22.00	1.00	1.00	6	6	36	-
Picture houses (operators),	3.00	-	20.00	1.00	1.00	6	6	36	-
Vaudeville houses,	3.00	-	20.00	1.00	1.00	6	6	36	-
Holyoke,	-	3.66 2/3	22.00	.75	1.00	6	6	36	-
Holyoke (six nights and one matinee),	-	-	18.00	.75	1.00	3	3	21	-
Lawrence,	-	\$ 3.15	\$ 23.05	.75	.75	6	7	\$ 44	-
Lowell,	-	\$ 3.50	\$ 21.00	.75	.75	6	7	\$ 37	-
Lynn (see Salem),	-	-	-	-	-	-	-	-	-
New Bedford,	-	\$ 3.50	21.00	Reg.	Reg.	6	6	36	-
North Adams (first men), .	-	-	20.00	.30	.60	-	-	-	-
North Adams (second men),	-	-	18.00	.30	.60	-	-	-	-
Northampton (picture houses, two shows daily),	-	-	18.00	.50	.75	7	7	42	-
Salem, ¹⁰	-	-	20.00	.50	.75	-	-	-	-
Springfield: ¹¹									
First operators:									
Theatres seating over 300,	-	-	21.00	.50	.75	12 10- 12 12	12 10- 12 12	-	-
Theatres seating over 300,	-	-	20.00	.50	.75	12 7- 10 10	12 7- 10 10	-	-
Theatres seating 300 or less,	-	-	19.00	.50	.75	12 10- 12 12	12 10- 12 12	-	-
Theatres seating 300 or less,	-	-	18.00	.50	.75	12 7- 10 10	12 7- 10 10	-	-

¹ Rate went into effect November 1, 1916; former rate was \$1.25 a performance.

² Rate went into effect November 1, 1916; former rate was 35 cents an hour.

³ When 45 1/4 hours comprise a week's work (3 1/4 hours on Sunday evening), men receive \$24.

⁴ For special performances on Sundays and holidays, men receive \$5.

⁵ Where machine must be set up, men receive \$5.

⁶ For special performances on Sundays and holidays, \$6; on other days, \$5.

⁷ Work 7 hours on Sunday, for which \$4.15 is paid.

⁸ When 7 hours is worked on Sunday (44 hours a week), \$4 is paid.

⁹ For work on Sunday, \$5 is paid for 6 hours.

¹⁰ Same rates apply in Lynn.

¹¹ Does not include special performance rates or part-time rates.

¹² Hours of continuous performance.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
Moving Picture Operators — Con.									
Springfield — Con.									
Operators (two daily per- formances):									
Theatres seating 1,000 or over,	-	-	\$22.00	\$0.50	\$0.75	6	6	36	-
Theatres seating 1,000 or over,	-	-	24.00	.50	.75	7	7	42	-
Theatres seating under 1,000,	-	-	20.00	.50	.75	6	6	36	-
Theatres seating under 1,000,	-	-	22.00	.50	.75	7	7	42	-
Operators (six nights and one matinee),	-	-	17.00	.50	.75	3	3	21	-
Operators (straight stock),	-	-	20.00	.50	.75	-	-	-	-
Operators (straight vaude- ville),	-	-	22.00	.50	.75	6	6	36	-
Operators (straight vaude- ville),	-	-	24.00	.50	.75	7	7	42	-
Taunton,	\$2.00	-	20.00	.75	.75	6	6	36	-
Waltham,	5.00	-	20.00	.75	.75	-	-	-	-
Worcester,	-	\$4.00	24.00	.50	-	6	6	36	-
Property men (Combination Houses).									
Boston,	-	-	25.00	.75	.75	-	-	-	-
Fall River,	-	-	17.00	.40	.50	-	-	-	-
Fitchburg,	1.75	-	17.50	.50	.50	-	-	-	-
Haverhill,	-	3.00	18.00	.50	.75	-	-	-	-
Holyoke,	-	\$3.50	20.00	.50	.50	-	-	-	-
Lawrence,	-	5.00	18.00	.50	1½ T.	-	-	-	-
New Bedford,	-	-	22.50	.50	1.00	-	-	-	-
North Adams,	-	-	15.00	.30	.60	-	-	-	-
Northampton,	-	3.50	18.00	.30	.60	-	-	-	-
Salem,	-	-	17.00	.50	.75	-	-	-	-
Springfield,	-	4.50	22.00	.50	1.00	-	-	-	-
Taunton,	1.50	-	\$18.00	.50	.50	-	-	-	-
Worcester,	-	-	20.00	.50	-	-	-	-	-
Property men (Stock Theatres).									
Brockton,	-	-	16.00	.50	.75	-	-	-	-
Fall River,	-	-	25.00	.40	.50	-	-	-	-
Fitchburg,	1.75	-	17.50	.50	.50	-	-	-	-
Haverhill,	-	3.50	21.00	.50	.75	-	-	-	-
Holyoke,	-	3.50	20.00	.50	.50	-	-	-	-
Lawrence,	-	-	20.00	-	1½ T.	-	-	-	-
New Bedford,	-	-	22.50	.50	1.00	-	-	-	-
North Adams,	-	-	15.00	.30	.60	-	-	-	-
Northampton,	-	-	20.00	.30	.60	-	-	-	-
Salem,	-	-	19.00	.50	.75	-	-	-	-
Taunton,	1.50	-	\$18.00	.50	.50	-	-	-	-
Waltham,	2.25	4.50	20.00	.60	2 T.	-	-	-	-
Worcester,	-	-	22.00	.50	2 T.	-	-	-	-

¹ For performance Sunday evening \$3.50 for not more than 3 hours.

² Hours went into effect November 1, 1916; former hours were 7 a day, 42 a week.

³ Where machine must be set up, men receive \$5.

⁴ Regular rate when running machine.

⁵ For work on Sunday.

⁶ Rate went into effect November 1, 1916; former rate was \$14 a week.

⁷ Rate went into effect November 1, 1916; former rate was 35 cents an hour.

⁸ On Sunday, double time, except regular rate when putting on show.

⁹ Per morning of 3 hours or less, 75 cents.

TABLE 11. THEATRICAL EMPLOYMENT—CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY—			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
Property men (Vaudeville Houses).									
Boston,	-	-	\$30.00	\$0.75	\$0.75	-	-	-	-
Brockton,	-	-	16.00	.50	.75	-	-	-	-
Fall River,	-	-	17.00	.40	.50	-	-	-	-
Fitchburg,	\$1.75	-	17.50	.50	.50	-	-	-	-
Framingham (see Waltham).	-	-	-	-	-	-	-	-	-
Haverhill (small houses),	-	\$3.00	18.00	.50	1½ T.	-	-	-	-
Holyoke,	-	3.50	20.00	.50	.50	-	-	-	-
Lawrence,	-	-	18.00	.50	1½ T.	-	-	-	-
Lawrence (small houses),	-	-	15.00	1-	1-	-	-	-	-
Natick (see Waltham).	-	-	-	-	-	-	-	-	-
New Bedford,	-	-	22.50	.50	1.00	-	-	-	-
Newton (see Waltham).	-	-	-	-	-	-	-	-	-
North Adams,	-	-	15.00	.30	.60	-	-	-	-
Salem,	-	-	15.00	.50	.75	-	-	-	-
Springfield,	-	4.50	22.00	.50	1.00	-	-	-	-
Taunton,	1.50	-	18.00	.50	.50	-	-	-	-
Waltham, ¹	2.00	4.00	18.00	.50	2 T.	-	-	-	-
Worcester,	-	-	20.00	.50	2 T.	-	-	-	-
Property men, Assistant (Combination Houses).									
Fitchburg, . . . . .	.50	-	8.00	.50	.50	-	-	-	-
New Bedford,	-	-	18.00	.50	1.00	-	-	-	-
Springfield,	-	-	14.00	.50	1.00	-	-	-	-
Property men, Assistant (Stock Theatres).									
Fitchburg, . . . . .	.50	-	8.00	.50	.50	-	-	-	-
Haverhill,	-	3.16½	19.00	.50	.75	-	-	-	-
Lawrence,	-	-	15.00	-	1½ T.	-	-	-	-
New Bedford,	-	-	18.00	.50	1.00	-	-	-	-
Property men, Assistant (Vaudeville Houses).									
Fitchburg, . . . . .	.50	-	8.00	.50	.50	-	-	-	-
Lawrence,	-	-	18.00	.50	1½ T.	-	-	-	-
New Bedford,	-	-	18.00	.50	1.00	-	-	-	-
Springfield,	-	-	14.00	.50	1.00	-	-	-	-

¹ For work on Sunday.

² Time and one-half is paid for all days where more than 3 shows are run, and more than 4 acts at any one performance.

³ Rate went into effect November 1, 1916; former rate was \$14 a week.

⁴ Rate went into effect November 1, 1916; former rate was 35 cents an hour.

⁵ Same rates apply in Framingham, Natick, and Newton.

⁶ Per morning of 3 hours or less, 75 cents.

TABLE 12. WOOD WORKING AND UPHOLSTERING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Boxmakers.										
Boston (cigar):										
Compositors (wood printing),	-	-	\$20.00	1½ T.	1½ T.	8½	4½	48	12	
Embossers,	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Foremen,	-	-	22.00	1½ T.	1½ T.	8½	4½	48	12	
Hingers,	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (bench),	-	-	17.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (bottom),	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (frame),	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (single),	-	-	17.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (top),	-	-	15.00	1½ T.	1½ T.	8½	4½	48	12	
Planers,	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Printers,	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Sawyers,	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Shippers,	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Trimmers,	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Woodpickers,	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Lawrence:										
Foremen,	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Helpers,	-	-	11.04	1½ T.	1½ T.	8½	4½	48	12	
Nailers,	-	-	15.04	1½ T.	1½ T.	8½	4½	48	12	
Planers,	-	-	15.04	1½ T.	1½ T.	8½	4½	48	12	
Sawyers,	-	-	15.04	1½ T.	1½ T.	8½	4½	48	12	
Carpenters.										
<i>Bench Hands.</i>										
Boston (Unions A and B),	\$0.50	-	-	2 T.	2 T.	8	4	44	12	
Newton, . . . . .	.50	\$4.00	22.00	2 T.	2 T.	8	4	44	12	
Northampton, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12	
Springfield,	-	-	18.00	1½ T.	2 T.	8½	4½	48	12	
Worcester, . . . . .	.35	-	-	1½ T.	2 T.	8½	4½	48	12	
<i>Cabinet Makers.</i>										
Athol, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	-	
Boston (Unions A and B), . . . . .	.50	-	-	2 T.	2 T.	8	4	44	12	
Northampton, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12	
Salem (first class), . . . . .	.45½	-	22.00	1½ T.	2 T.	8½	4½	48	12	
Salem (second class), . . . . .	.41½	-	20.00	1½ T.	2 T.	8½	4½	48	12	
Springfield (first class),	-	-	18.00	1½ T.	2 T.	8½	4½	48	12	
Worcester (first class), . . . . .	.37	-	-	1½ T.	2 T.	8½	4½	48	12	
Worcester (second class), . . . . .	.35	-	-	1½ T.	2 T.	8½	4½	48	12	
<i>Helpers.</i>										
Newton, . . . . .	.40	3.20	17.60	2 T.	2 T.	8	4	44	12	
Springfield,	-	-	12.00	1½ T.	2 T.	8½	4½	48	12	
<i>Matchers.</i>										
Boston (Unions A and B), . . . . .	.50	-	-	2 T.	2 T.	8	4	44	12	
<i>Millwrights or Mill Hands (General).</i>										
Boston (Unions A and B), . . . . .	.50	-	-	2 T.	2 T.	8	4	44	12	
Brookton, . . . . .	.47	-	22.09	2	2 T.	-	5	47	12	
Holyoke, . . . . .	.35	-	-	2 T.	2 T.	9	5	50	12	
Maynard,	-	-	16.09	1½ T.	1½ T.	9½	5½	54	12	
Salem (first class), . . . . .	.41½	-	20.00	1½ T.	2 T.	8½	4½	48	12	
Salem (second class), . . . . .	.31½	-	15.00	1½ T.	2 T.	8½	4½	48	12	
Springfield (first class),	-	-	20.00	1½ T.	2 T.	8½	4½	48	12	
Worcester, . . . . .	.35	-	-	1½ T.	2 T.	8½	4½	48	12	
<i>Molders, Wood.</i>										
Boston (irregular and straight, Unions A and B), . . . . .	.50	-	-	2 T.	2 T.	8	4	44	12	

¹ For explanation of symbols see note 1 on page 8.² Time and one-half before 10 P.M.; double time after 10 P.M., and also on Saturday afternoon.

TABLE 12. WOOD WORKING AND UPHOLSTERING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Carpenters — Con.										
<i>Molders, Wood — Con.</i>										
Everett (irregular and straight),	\$0.50	\$4.00	\$22.00	2 T.	2 T.	8	4	44	12	
Newton (irregular and straight),	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Salem (first class),	.45½	—	22.00	1½ T.	2 T.	8½	4½	48	12	
Salem (second class),	.41½	—	20.00	1½ T.	2 T.	8½	4½	48	12	
Salem (irregular),	.45½	—	22.00	1½ T.	2 T.	8½	4½	48	12	
Springfield (irregular and straight),	—	—	22.00	1½ T.	2 T.	8½	4½	48	12	
<i>Mortisers.</i>										
Boston (Unions A and B),	.50	—	—	2 T.	2 T.	8	4	44	12	
<i>Planer Hands.</i>										
Boston (Unions A and B),	.50	—	—	2 T.	2 T.	8	4	44	12	
Everett,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Salem,	.37½	—	18.00	1½ T.	2 T.	8½	4½	48	12	
Springfield (first class),	—	—	15.00	1½ T.	2 T.	8½	4½	48	12	
<i>Sanders.</i>										
Boston (mills, Unions A and B),	.45	—	—	2 T.	2 T.	8	4	44	12	
Boston (shops, Unions A and B),	.50	—	—	2 T.	2 T.	8	4	44	12	
Everett,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Newton,	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Springfield,	—	—	15.00	1½ T.	2 T.	8½	4½	48	12	
<i>Sawyers.</i>										
Boston (mills, Unions A and B),	.45	—	—	2 T.	2 T.	8	4	44	12	
Boston (shops, Unions A and B),	.50	—	—	2 T.	2 T.	8	4	44	12	
Everett,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Salem,	.34½	—	16.75	1½ T.	2 T.	8½	4½	48	12	
Springfield,	—	—	15.00	1½ T.	2 T.	8½	4½	48	12	
<i>Shippers.</i>										
Everett,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Newton,	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
<i>Shop Carpenters.</i>										
Boston (Unions A and B),	.50	—	—	2 T.	2 T.	8	4	44	12	
Brookton,	.55	4.40	24.20	1—	2 T.	8	4	44	12	
Brookton (foremen),	.62½	5.00	27.50	1—	2 T.	8	4	44	12	
Clinton,	.35	—	—	2 T.	2 T.	10	4	54	12	
<i>Fall River:</i>										
Carpenters,	.48	3.84	21.12	1½ T.	2 T.	8	4	44	12	
Foremen (Union A),	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Foremen (Union B),	.57	4.56	25.08	1½ T.	2 T.	8	4	44	12	
<i>Apprentices (Union B):</i>										
First year,	—	1.00	—	1½ T.	2 T.	8	4	44	12	
Second year,	—	2.00	—	1½ T.	2 T.	8	4	44	12	
Third year,	—	3.00	—	1½ T.	2 T.	8	4	44	12	
Lynn,	.55	4.40	24.20	1—	2 T.	8	4	44	12	
Lynn (foremen),	.65	5.20	—	1—	2 T.	8	4	44	12	
Marlborough,	.47½	—	—	1—	2 T.	8	4	44	12	
Northampton,	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12	

1 Time and one-half before 10 P.M.; double time after 10 P.M., and also on Saturday afternoon.

2 Before 10 P.M., time and one-half; after 10 P.M., double time.

3 On Labor Day, triple time; on other holidays and Sundays, double time.

4 Before 9 P.M., time and one-half; after 9 P.M., double time.

TABLE 12. WOOD WORKING AND UPHOLSTERING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Carpenters — Con.										
<i>Stock Cutters.</i>										
Boston (Unions A and B), .	\$0.50	-	-	2 T.	2 T.	8	4	44	12	
Everett, . . . . .	.50	\$4.00	\$22.00	2 T.	2 T.	8	4	44	12
Newton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.45½	-	22.00	1½ T.	2 T.	8½	4½	48	12
Springfield (first class), .	-	-	18.00	1½ T.	2 T.	8½	4½	48	12	
<i>Stock Fitters.</i>										
Boston (Unions A and B), .	.50	-	-	2 T.	2 T.	8	4	44	12	
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Salem (first class), . . .	.45½	-	22.00	1½ T.	2 T.	8½	4½	48	12
Salem (second class), . .	.41½	-	20.00	1½ T.	2 T.	8½	4½	48	12	
<i>Tenoners.</i>										
Boston (Unions A and B), .	.50	-	-	2 T.	2 T.	8	4	44	12	
<i>Turners.</i>										
Boston (Unions A and B), .	.50	-	-	2 T.	2 T.	8	4	44	12	
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Newton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Salem (first class), . . .	.45½	-	22.00	1½ T.	2 T.	8½	4½	48	12
Springfield (first class), .	-	-	20.00	1½ T.	2 T.	8½	4½	48	12	
Painters (Hardwood Finishers).										
Boston:										
Polishers,	-	-	18.00	-	-	9	5	50	12	
Rubbers,	-	-	16.10	-	-	9	5	50	12	
Sandpaperers (for staining),	-	-	10.00	-	-	9	5	50	12	
Sandpaperers (for varnishing and shellacking),	-	-	13.00	-	-	9	5	50	12	
Shellackers,	-	-	16.10	-	-	9	5	50	12	
Varnishers,	-	-	16.10	-	-	9	5	50	12	
Pattern Makers, Wood.										
Boston (concrete), . . . .	.48	-	24.00	1 -	2 T.	9	5	50	12
Boston (job), . . . . .	.47	-	23.50	1½ T.	2 T.	9	5	50	12
Fitchburg (manufacturing), .	{ .40- .45	{ 3.90- 4.39	{ 21.60- 24.30	{ 1½ T. 1½ T.	{ 2 T. 2 T.	{ 9½ 9	{ 5½ 5	{ 54 50	{ 12 12	
Fitchburg (job), . . . . .	.45	4.05	22.50	1½ T.	2 T.	9	5	50	12
Pittsfield, . . . . .	.42	3.99	-	1½ T.	-	9½	5	52½	12
Springfield,	-	4.00	-	1 -	2 T.	8- 9	4- 5	48- 54	-	
Taunton, . . . . .	.40	-	-	1½ T.	2 T.	8	4	44	12
Worcester, . . . . .	.45	4.50	24.75	1½ T.	2 T.	9 10	4½ 5	49½ 55	12
Upholsterers.										
Boston:										
Custom work, . . . . .	.48	-	23.04	1½ T.	2 T.	8½	4½	48	12
Shade men:										
First year,	-	2.00	12.00	1½ T.	1½ T.	9	9	54	4	
Second and third years, .	-	2.50	15.00	1½ T.	1½ T.	9	9	54	4	
After three years,	-	3.00	18.00	1½ T.	1½ T.	9	9	54	4	
Wholesale establishments, .	.50	4.50	25.00	1½ T.	1½ T.	9	5	50	12	

¹ Before 10 P.M., time and one-half; after 10 P.M., double time.

² Minimum rates in different establishments; 40 cents, 42½ cents, and 45 cents.

³ Prevailing average rate; no agreement establishing a minimum.

⁴ On November 1, 1916, three establishments granted the 8-hour day; during September and October, 1916, hours were 8½ a day in these establishments. Job shops generally and a few corporation shops have granted the 8-hour day, with same pay as given previously for 9-hour day.

⁵ Saturday half-holiday in effect in some establishments.

⁶ During 4 months, 5 hours on Saturday, 50 hours a week.

TABLE 12. WOOD WORKING AND UPHOLSTERING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Upholsterers — Con.									
<i>Carpet Mechanics.</i>									
Boston (cutters, layers, measurers, and stitchers),	\$0.52 ¹ / ₁₁	\$4.18	\$23.00	1 -	2 T.	8	4	44	12
Willow, Reed, and Rattan Workers.									
Boston, . . . . .	.80	3.00	-	1½ T.	1½ T.	10	5	55	12
Wood Carvers.									
Boston, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12

¹ Before 10 P.M., time and one-half; after 10 P.M., double time.

TABLE 13. MISCELLANEOUS TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Bill Posters and Billers.									
Boston (foremen),	-	-	\$18.00	1½ T.	1½ T.	8	4	44	12
Boston (helpers),	-	-	16.00	1½ T.	1½ T.	8	4	44	12
Lawrence, ²	-	-	18.00	-	-	8	4	44	12
Springfield (billers),	-	-	15.00	1½ T.	1½ T.	8	8	48	-
Springfield (bill posters),	-	-	18.00	1½ T.	1½ T.	8	8	48	-
Bottle Sorters and Washers.									
Boston:									
Sorters, first class,	-	-	18.00	1½ T.	2 T.	9	9	54	-
Sorters, second class,	-	-	16.00	1½ T.	2 T.	9	9	54	-
Sorters, women,	-	-	9.00	1½ T.	2 T.	9	9	54	-
Washers, first class,	-	-	15.00	1½ T.	2 T.	9	9	54	-
Washers, second class,	-	-	12.00	1½ T.	2 T.	9	9	54	-
Sorters and washers (beginners),	-	-	9.00	1½ T.	2 T.	9	9	54	-
Sorters and washers (after six weeks),	-	-	12.00	1½ T.	2 T.	9	9	54	-
Clerks, Retail.									
<i>Dry Goods Clerks.</i>									
Boston (men), ³	-	\$2.00	12.00	\$0.25	\$0.25	9	9	54	3
Boston (women),	-	-	6.00-8.50	.25	.25	9	9	54	3
Brockton,	-	-	7.00	-	-	8	10½	52½	3
<i>Grocery and Provision Clerks.</i>									
Brockton (men),	-	1.66½	10.00	-	-	10	12	62	3
Brockton (women),	-	-	8.50	-	-	9	9	54	3
<i>Retail Clerks (Miscellaneous).</i>									
Taunton,	-	-	14.50	-	-	9	12½	58½	2
<i>Wine Clerks.</i>									
Springfield (first six months),	-	-	14.00	-	-	-	-	56	-
Springfield (after six months),	-	-	16.00	-	-	-	-	56	-
Worcester:									
Clerks, inexperienced,	-	-	14.00	1½ T.	2 T.	-	-	56	-
Clerks, after one year's experience,	-	-	17.00	1½ T.	2 T.	-	-	56	-
Rectifiers,	-	-	19.00	1½ T.	2 T.	-	-	54	-
Rectifiers, head,	-	-	25.00	1½ T.	2 T.	-	-	54	-
Electrical Workers (Outaldemen).									
<i>Cable Splicers.</i>									
Boston:									
Cable splicers,	-	{	\$ 3.50 21.00	1½ T.	1½ T.	8	8	48	3½
			4.00 24.00						
			4.25 25.50						
			4.50 27.00						
Cable splicers, head,	-	-	4.75 28.50	1½ T.	1½ T.	8	8	48	3½
Cable splicers' helpers,	-	-	3.00 18.00	1½ T.	1½ T.	8	8	48	3½

¹ For explanation of symbols see note 1 on p. 8.² Prevailing rate; no agreement enforcing a minimum.³ During about 3 months, 4 stores close all day Saturday; work 45 hours a week.⁴ One day, 10 hours.⁵ During 3 months, 3½ hours on one day, 48 hours a week.⁶ Minimum rate for all males except bundle boys.⁷ During 2 months, 4 hours on one day, 53½ hours a week.⁸ Minimum rates in different establishments.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Electrical Workers (Outsiders) — Con.										
<i>Linemen.</i>										
Boston:										
Linemen,	-	\$4.00	-	1½ T.	1½ T.	9	9	54	-	
Linemen,	-	3.75	-	1½ T.	1½ T.	8	8	48	-	
Linemen, foremen,	-	5.08½	-	1½ T.	1½ T.	9	9	54	-	
Linemen, foremen,	-	4.75	-	1½ T.	1½ T.	8	8	48	-	
Linemen, foremen, sub.,	-	4.50	-	1½ T.	1½ T.	9	9	54	-	
Linemen's apprentices (first six months),	-	2.20	-	1½ T.	1½ T.	9	9	54	-	
Linemen's apprentices (second six months),	-	2.50	-	1½ T.	1½ T.	9	9	54	-	
Cambridge (linemen),	-	3.75	-	1½ T.	1½ T.	8	8	48	-	
Cambridge (linemen, foremen),	-	4.75	-	1½ T.	1½ T.	8	8	48	-	
Fall River,	\$0.41	3.25	\$19.68	1½ T.	1½ T.	8	8	48	-	
Gloucester, . . . . .	.40½	3.25	19.50	1½ T.	2 T.	8	8	48	6	
Quincy (linemen),	-	3.75	-	1½ T.	1½ T.	8	8	48	-	
Quincy (linemen, foremen),	-	4.75	-	1½ T.	1½ T.	8	8	48	-	
Electrical Workers (Shop Workmen).										
Boston, . . . . .	.50	4.25	23.25	1½ T.	2 T.	8½	4	46½	12	
Quincy, . . . . .	.55	-	24.20	1-	2-	8	4	44	12	
Quincy (apprentices):										
First year, . . . . .	.16	-	7.04	2-	2-	8	4	44	12	
Second year, . . . . .	.25	-	11.00	2-	2-	8	4	44	12	
Third year, . . . . .	.35	-	15.40	2-	2-	8	4	44	12	
Fourth year, . . . . .	.45	-	19.80	2-	2-	8	4	44	12	
Elevator Operators.										
Boston,⁴	-	{ 1.65 2.20 }	-	-	-	{ 9 9½ }	{ 9 10 }	-	-	
Engineers, Coal Hoisting.										
Boston:										
One-man tower,	-	-	25.00	\$0.70	\$1.00	9	78	753	78	
Two-man tower,	-	-	22.00	.70	1.00	9	78	753	78	
Supervisors,	-	-	22.00	.70	.70	9	9	54	-	
Transient men, one-man tower, day,	-	7.50	-	-	-	9	78	753	78	
Transient men, one-man tower, night,	-	8.50	-	-	-	9	78	753	78	
Transient men, two-man tower, day,	-	6.50	-	-	-	9	78	753	78	
Transient men, two-man tower, night,	-	7.50	-	-	-	9	78	753	78	
Trolleyman,	-	-	20.00	.70	1.00	9	78	753	78	
Lowell (one-man tower),	-	-	25.00	.70	1.00	9	78	753	78	
Lowell (two-man tower),	-	-	22.00	.70	1.00	9	78	753	78	
Salem (one-man tower),	-	-	25.00	.70	1.00	9	78	753	78	
Salem (two-man tower),	-	-	22.00	.70	1.00	9	78	753	78	

1 On recommendation of foreman rate is increased to \$3.75; after examination to \$4 a day.

2 Time and one-half before midnight; double time thereafter.

3 Double time on Sundays and holidays; no work on Labor Day.

4 Prevailing rates; no agreement enforcing a minimum rate. Majority receive \$2.20 a day; many new men receive less than \$1.65.

5 Majority work 10 hours a day.

6 Also work on Sunday, hours varying.

7 Five hours on Saturday, 50 hours a week, during 8 months.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Engineers (Dredge and Cranemen).									
<i>Engineers (in Charge).</i>									
Boston:									
Buckets, three cubic yards or less,	-	-	\$125.00	1½ T.	2 T.	10	10	60	-
Buckets, three to five cubic yards,	-	-	1 135.00	1½ T.	2 T.	10	10	60	-
Buckets, five to eight cubic yards,	-	-	1 150.00	1½ T.	2 T.	10	10	60	-
Buckets, eight to twelve cubic yards,	-	-	1 162.00	1½ T.	2 T.	10	10	60	-
Hydraulic dredges,	-	-	1 150.00	1½ T.	2 T.	10	10	60	-
<i>Engineers (Operators).</i>									
Boston:									
Buckets, three to five cubic yards,	-	-	1 115.00	1½ T.	2 T.	10	10	60	-
Buckets, five to eight cubic yards,	-	-	1 120.00	1½ T.	2 T.	10	10	60	-
Buckets, eight to twelve cubic yards,	-	-	1 122.00	1½ T.	2 T.	10	10	60	-
Hydraulic dredges,	-	-	1 125.00	1½ T.	2 T.	10	10	60	-
<i>Cranemen.</i>									
Boston:									
Buckets, three cubic yards or less,	-	-	1 85.00	1½ T.	2 T.	10	10	60	-
Buckets, three to five cubic yards,	-	-	1 95.00	1½ T.	2 T.	10	10	60	-
Buckets, five to eight cubic yards,	-	-	1 100.00	1½ T.	2 T.	10	10	60	-
Buckets, eight to twelve cubic yards,	-	-	1 106.00	1½ T.	2 T.	10	10	60	-
Steam shovels (three-man machines),	-	-	1 115.00	1½ T.	2 T.	10	10	60	-
Engineers, Stationary (in Charge).¹									
Boston (first class), ⁴	-	-	4 30.00	1½ T.	1½ T.	8	8	-	-
Boston (second class),	-	-	25.00	1½ T.	1½ T.	8	8	-	-
Boston (third class),	-	-	21.00	1½ T.	1½ T.	8	8	-	-
Brockton (first class),	-	-	28.00	1½ T.	1½ T.	8 8	8 8	56	-
Brockton (second class),	-	-	24.00	1½ T.	1½ T.	9 9	9 9	54	-
Brockton (third class),	-	-	21.00	1½ T.	1½ T.	8 8	8 8	56	-
Haverhill (first class), ⁷	-	-	25.00	-	-	10 9	9 9	59	-
Haverhill (second class), ⁷	-	-	21.00	-	-	10 9	9 9	59	-
Haverhill (third class), ⁷	-	-	18.00	-	-	10 9	9 9	59	-
Holyoke,	-	\$4.25	-	1½ T.	1½ T.	8	8	48	-

¹ Rate per month, with board; if board is not furnished, \$25 a month extra is allowed.² Rate per month, with board, for 26 working days.³ Employed in industries not elsewhere specified; does not include high-salaried officials whose rates are subject to special determination.⁴ Operators who act as chiefs of watch receive same rates as men in charge.⁵ In plants running continuously, 8 hours a day; in others, hours vary according to needs of establishment.⁶ In plants running continuously, 8 hours a day; in other plants, 9 hours a day.⁷ Prevailing rate of wages; no agreement enforcing a minimum rate.⁸ In some cases Saturday half-holiday is in effect from 6 to 12 months.

TABLE 13. MISCELLANEOUS TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
Engineers, Stationary (in Charge) — Con.										
Lowell (first class),	-	-	\$30.00	1½ T.	1 -	28 10	28 10	256 60	-	-
Lowell (second class),	-	-	25.00	1½ T.	1 -	28 10	28 10	256 60	-	-
Lowell (third class),	-	-	21.00	1½ T.	1 -	28 10	28 10	256 60	-	-
Lynn (first class),	-	-	30.00	-	-	10	29	259	-	26
Lynn (second class),	-	-	25.00	-	-	10	29	259	-	26
Lynn (third class),	-	-	21.00	-	-	10	29	259	-	26
New Bedford,	-	-	32.50	Reg.	Reg.	8	8	48	-	-
Quincy (first class),	\$5.00	30.00	Reg.	2 T.	8	8	8	48	-	-
Quincy (second class),	3.50	21.00	Reg.	2 T.	8	8	8	48	-	-
Quincy (third class),	3.00	18.00	Reg.	2 T.	8	8	8	48	-	-
Salem (first class),	-	-	30.00	1½ T.	1 -	28 10	28 10	256 60	-	-
Salem (second class),	-	-	25.00	1½ T.	1 -	28 10	28 10	256 60	-	-
Salem (third class),	-	-	21.00	1½ T.	1 -	28 10	28 10	256 60	-	-
Taunton (first class), ⁴	44.00	-	1½ T.	2 T.	10	5	55	12	-	-
Taunton (second class), ⁴	42.75	-	1½ T.	2 T.	10	5	55	12	-	-
Taunton (third class), ⁴	42.25	-	1½ T.	2 T.	10	5	55	12	-	-
Engineers, Stationary (Operators or Assistants).										
Boston (first class), ⁵	-	-	25.00	1½ T.	1½ T.	6 -	6 -	-	-	-
Boston (second class),	-	-	21.00	1½ T.	1½ T.	6 -	6 -	-	-	-
Boston (third class),	-	-	18.00	1½ T.	1½ T.	6 -	6 -	-	-	-
Brockton (first class),	-	-	24.00	1½ T.	1½ T.	78 9	78 9	756 54	-	-
Brockton (second class),	-	-	21.00	1½ T.	1½ T.	78 9	78 9	756 54	-	-
Brockton (third class),	-	-	18.00	1½ T.	1½ T.	78 9	78 9	756 54	-	-
Lowell (first class),	-	-	25.00	1½ T.	1 -	28 10	28 10	256 60	-	-
Lowell (second class),	-	-	21.00	1½ T.	1 -	28 10	28 10	256 60	-	-
Lowell (third class),	-	-	18.00	1½ T.	1 -	28 10	28 10	256 60	-	-
Lynn (first class),	-	-	25.00	-	-	10	29	259	-	26
Lynn (second class),	-	-	21.00	-	-	10	29	259	-	26
New Bedford,	-	-	25.25	Reg.	Reg.	8	8	48	-	-
Quincy (third class),	-	-	18.00	Reg.	2 T.	8	8	48	-	-
Salem (first class),	-	-	25.00	1½ T.	1 -	28 10	28 10	256 60	-	-
Salem (second class),	-	-	21.00	1½ T.	1 -	28 10	28 10	256 60	-	-
Engineers, Stationary (Road Rolling Engineers).										
Brockton,	-	-	24.00	1½ T.	-	8	8	48	-	26
Lynn,	-	-	27.00	-	-	10	29	259	-	26

¹ On Sundays, time and one-half; on holidays, double time.

² In plants running continuously, 8 hours a day; in other plants, not more than 10 hours a day.

³ During 6 months, 5 hours on Saturday, 55 hours a week.

⁴ Prevailing rate of wages; no agreement enforcing a minimum rate.

⁵ Operators who act as chiefs of watch receive same rates as men in charge.

⁶ In plants running continuously, 8 hours a day; in others, hours vary according to needs of establishment.

⁷ In plants running continuously, 8 hours a day; in other plants, 9 hours a day.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR			
	Hour	Day	Week	OVERTIME			DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)		Monday to Friday	Saturday		
Firemen, Stationary.¹										
<i>Ash Handlers or Helpers.</i>										
Northampton,	-	\$2.25	\$15.75	Reg.	Reg.		8	8	56	-
Taunton,	-	2.20	-	Reg.	Reg.		12	12	84	-
Boiler Repairmen.										
Brockton,	-	3.14	22.00	Reg.	Reg.		12	{ 6 12	{ 78 84	-
Coal Passers.										
Boston (marine),	-	-	\$ 50.00	-	-	{ 8 9	{ 8 9	{ 8 9	{ 56 54	-
Brockton,	-	2.50	17.50	Reg.	Reg.	12	12	6	78	-
Northampton,	-	2.25	15.75	Reg.	Reg.	8	8	8	56	-
Taunton,	-	2.20	-	Reg.	Reg.	12	12	12	84	-
Engineers on Capstans.										
Boston (marine),	-	-	\$ 65.00	-	-	{ 8 9	{ 8 9	{ 8 9	{ 56 54	-
Firemen.										
Boston,	-	-	30.00	-	-	8	8	8	56	-
Boston (marine),	-	-	\$ 60.00	-	-	{ 8 9	{ 8 9	{ 8 9	{ 56 54	-
Brockton,	-	3.00	21.00	Reg.	Reg.	12	12	6	78	-
Chicopee, ⁴	{ \$0.31 4.31½ .34½ .86 .37½ 3.34½	{ 3.55 2.50 2.75 2.88 3.00 2.75	{ 24.85 17.50 19.25 20.16 21.00 19.25	Reg.	Reg.	11½	11½	11½	\$ 80½	-
Chicopee, ⁴	{ 3.34½ 2.75	{ 3.00 2.75	{ 21.00 19.25	Reg.	Reg.	8	8	8	56	-
Fitchburg, ⁴	-	-	\$ 15.00	-	-	10	10	10	59	-
Haverhill (engineers' apprentices), ⁴	-	-	21.00	-	-	8	8	8	56	-
Holyoke, ⁴	-	\$ 3.00	21.00	-	-	8	8	8	56	-
Lynn:										
Boiler room firemen, . . .	-	3.00	21.00	-	-	8	8	8	56	-
Boiler room firemen's helpers,	-	2.75	19.25	-	-	8	8	8	56	-
Firemen operating digger,	-	3.00	21.00	-	-	8	8	8	56	-
Firemen's helpers in operating digger,	-	2.65	18.55	-	-	8	8	8	56	-
Firemen (one boiler),	-	-	15.00	-	-	12	6	6	66	12
Firemen (two boilers),	-	-	17.50	-	-	12	6	6	66	12
Retort firemen:										
First six months,	-	2.50	-	-	-	8	8	8	56	-
Second six months,	-	2.60	-	-	-	8	8	8	56	-
After one year,	-	2.75	-	-	-	8	8	8	56	-
After two years,	-	3.00	-	-	-	8	8	8	56	-
New Bedford (two or more boilers),	-	3.00	21.00	\$0.50	\$0.50	12	12	12	84	-
Northampton:										
Firemen (one boiler),	-	2.50	17.50	Reg.	Reg.	8	8	8	56	-
Firemen (two boilers),	-	2.75	19.25	Reg.	Reg.	8	8	8	56	-
Firemen (holding engineers' third class license),	-	3.00	18.00	Reg.	Reg.	9½	4½	4½	54	12
Retort firemen,	-	2.90	20.30	Reg.	Reg.	8	8	8	56	-

¹ Employed in industries not elsewhere specified.² Rate per month.³ At sea, alternately 4 hours on duty and 8 hours off; in port, 9 hours a day.⁴ Minimum rates of wages and maximum hours' work in different establishments.⁵ Prevailing rate of wages and hours of labor; no agreement enforcing a minimum rate.⁶ Prevailing rate of wages; no agreement enforcing a minimum.⁷ In some cases Saturday half-holiday is in effect from 6 to 12 months.

TABLE 13. MISCELLANEOUS TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Firemen, Stationary—Con.										
<i>Firemen—Con.</i>										
Taunton:										
Firemen (one boiler),	-	\$2.28	\$15.96	Reg.	Reg.	12	12	84	-	
Firemen (two boilers),	-	2.52	17.64	Reg.	Reg.	12	12	84	-	
Firemen (four boilers),	-	3.00	21.00	Reg.	Reg.	12	12	84	-	
Firemen (five boilers),	-	3.12	21.84	Reg.	Reg.	12	12	84	-	
Firemen (six boilers),	-	3.60	25.20	Reg.	Reg.	12	12	84	-	
Retort firemen,	-	2.50	17.50	Reg.	Reg.	12	12	84	-	
<i>Gasmakers.</i>										
Brockton,	-	3.00	21.00	Reg.	Reg.	12	{ 6 12	78 84	}	-
Brockton (helpers),	-	2.50	17.50	Reg.	Reg.	12	{ 6 12	78 84		-
<i>Oilers.</i>										
Boston (marine),	-	-	\$65.00	-	-	{ 8 9	8 9	\$56 54	}	-
Brockton,	-	2.50	17.50	Reg.	Reg.	12	{ 6 12	78 84		-
Taunton,	-	2.64	-	Reg.	Reg.	12	12	84		
<i>Pumpmen.</i>										
Boston,	-	-	\$70.00	-	-	{ 8 9	8 9	\$56 54	}	-
Boston (first class ships),	-	-	\$75.00	-	-	{ 8 9	8 9	\$56 54		-
Boston (oil tanks),	-	-	\$75.00	-	-	{ 8 9	8 9	\$56 54	}	-
<i>Watchmen.</i>										
Brockton,	-	2.50	17.50	Reg.	Reg.	12	{ 6 12	78 84	}	-
<i>Water Tenders.</i>										
Boston (marine),	-	-	\$65.00	-	-	{ 8 9	8 9	\$56 54	}	-
Glass Workers.										
Boston:										
Bevelers,	-	-	\$19.00	1½ T.	-	9	6	51	12	
Cutters,	\$0.36	-	18.00	1½ T.	1½ T.	9	5	50	12	
Lead glaziers,	1.36	-	18.00	1½ T.	1½ T.	9	5	50	12	
Polishers,	-	-	16.00	1½ T.	-	9	6	51	12	
New Bedford:										
Blockers,	-	\$5.75	-	-	-	9	4½	49½	12	
Finishers,	-	3.75	-	-	-	9	4½	49½	12	
Gaffers,	-	7.35	-	-	-	9	4½	49½	12	
Gatherers,	-	3.30	-	-	-	9	4½	49½	12	
Pressers,	-	5.25	-	-	-	9	4½	49½	12	
Servitors,	-	6.30	-	-	-	9	4½	49½	12	
Somerville:										
Gaffers,	-	7.00	38.50	-	-	8	4	44	12	
Gatherers,	-	4.00	22.00	-	-	8	4	44	12	
Servitors,	-	5.75	31.62	-	-	8	4	44	12	

1 Prevailing rate of wages; no agreement establishing a minimum.

2 Rate per month.

3 At sea, alternately 4 hours on duty and 8 hours off; in port, 9 hours a day.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Harness Makers.										
Boston: ¹										
Fitters and finishers (coach and buggy repair work), . . .	-	-	\$19.50	1½ T.	1½ T.	9	8	53	5	
Fitters and finishers (team and express repair work), . . .	-	-	18.00	1½ T.	1½ T.	9	8	53	5	
Machine operators (team and express work), . . .	-	-	19.00	1½ T.	1½ T.	9	8	53	5	
Repair workers, general, . . .	-	-	18.00	1½ T.	1½ T.	9	8	53	5	
Saddle and collar makers, . . .	-	-	19.00	1½ T.	1½ T.	9	8	53	5	
Stitchers, . . .	-	-	15.00	1½ T.	1½ T.	9	8	53	5	
Janitors.										
Boston,	-	-	40.00	-	-	-	-	-	-	
Leather Handlers.										
Boston:										
Handlers,	-	-	16.00	\$0.50	\$0.50	8½	5½	48	12	
Shippers,	-	-	18.00	.50	.50	8½	5½	48	12	
Sorters,	-	-	18.00	.50	.50	8½	5½	48	12	
Weighers,	-	-	19.00	.50	.50	8½	5½	48	12	
Leather Workers.										
Lowell:										
Buffers,	-	\$3.60	\$19.80	1½ T.	1½ T.	8½	3½	48	12	
Glazers,	-	\$2.10	\$11.55	1½ T.	1½ T.	8½	3½	48	12	
Grainers,	-	\$3.35	\$18.40	1½ T.	1½ T.	8½	3½	48	12	
Lumpers (dry work), . . .	-	-	11.25	1½ T.	1½ T.	8½	3½	48	12	
Lumpers (wet work), . . .	-	-	11.75	1½ T.	1½ T.	8½	3½	48	12	
Seasoners,	-	\$3.00	\$16.50	1½ T.	1½ T.	8½	3½	48	12	
Shavers,	-	\$3.60	\$19.80	1½ T.	1½ T.	8½	3½	48	12	
Splitters,	-	\$4.00	\$22.00	1½ T.	1½ T.	8½	3½	48	12	
Stackers,	-	\$2.75	\$15.15	1½ T.	1½ T.	8½	3½	48	12	
Tackers,	-	\$3.00	\$16.50	1½ T.	1½ T.	8½	3½	48	12	
Trimmers,	-	\$2.50	\$13.75	1½ T.	1½ T.	8½	3½	48	12	
Longshoremen.										
Boston (Unions A, B, and C):										
Bulk cargo, day,	\$0.42	-	-	-	.80	10	9	59	-	
Bulk cargo, night, . . .	.60	-	-	-	.80	8½	8½	51	-
General cargo, day, . . .	.40	-	-	-	.80	10	9	59	-
General cargo, night, . .	.60	-	-	-	.80	8½	8½	51	-	
Grain cargo, day, . . . .	.55	-	-	-	.80	10	9	59	-
Grain cargo, night, . . .	.65	-	-	-	.80	8½	8½	51	-
Sugar, molasses, orange, and lemon, etc., cargoes, day, . . . . .	.50	-	-	-	.80	10	9	59	-
Sugar, molasses, orange, and lemon, etc., cargoes, night, . . . . .	.60	-	-	-	.80	8½	8½	51	-
Boston (Union D):										
Freight clerks,	-	2.87	17.22	1½ T.	1½ T.	10	9	59	-	
Freight handlers,	-	2.50	15.00	1½ T.	1½ T.	10	9	59	-	
Boston (Union E):										
Coal handlers,	-	2.31	13.86	1½ T.	1½ T.	9	9	54	-	
Boston (Union F):										
Hoisting engineers, . . .	.50	-	18.00	.75	.75	9	9	54	-

¹ A few harness makers employed by 6 master teamsters receive a minimum rate of \$20 a week for men in charge, and \$18 for helpers.

² During 5 months, 5 hours on Saturday, 50 hours a week.

³ Rate per month.

⁴ Prevailing earnings of piece workers.

⁵ On November 1, 1916, rate was increased to \$2.50 a day.

⁶ Broken time.

TABLE 13. MISCELLANEOUS TRADES—CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Meter Workers.										
Boston:										
Floor boys,	-	-	\$9.00	-	-	9	5	50	12	
Gas meter repairers,	-	-	18 30	-	-	9	5	50	12	
Meter adjusters,	-	-	18 30	-	-	9	5	50	12	
Meter adjusters' apprentices,	-	-	10.00	-	-	9	5	50	12	
Painters,	-	-	15.00	-	-	9	5	50	12	
Solder toppers,	-	-	12.00	-	-	9	5	50	12	
Painters (Glaziers).										
Boston:										
Apprentices,	-	-	9.00	1½ T.	2 T.	8	4	44	12	
Bedders and tinnerns,	\$0.37½	-	-	1½ T.	2 T.	8	4	44	12	
Platemn and runners, . . . . .	.45½	-	-	1½ T.	2 T.	8	4	44	12
Rag Pickers and Sorters. ¹										
Boston (first class),										
Boston (second class),	-	-	18.00	-	-	9	9	54		
	-	-	15.00	-	-	9	9	54		
Sail Makers.										
Boston, ²	\$.37½	\$3.00	18.00	1½ T.	2 T.	8	8	48	6	
Sailors.										
Boston:										
Boatswains,	-	-	\$55.00	\$0.40	\$0.40	12 9	12 9	84 54	-	
Quartermasters,	-	-	\$50.00	.40	.40	12 9	12 9	84 54	-	
Sailors,	-	-	\$45.00	.40	.40	12 9	12 9	84 54	-	
Watchmen,	-	-	\$50.00	.40	.40	12 9	12 9	84 54	-	
Ship Carpenters.										
Boston (Union A),										
Boston (Union B):										
Calkers, wet dock,	-	7 4.00	-	2 T.	2 T.	8	8	48	4	
New wooden tanks, . . . . .	.50	-	-	2 T.	2 T.	8	8	48	4
Repair work and new, . . . . .	.50	-	-	2 T.	2 T.	8	8	48	4
Repairs on wooden tanks,	-	8.00	-	2 T.	2 T.	8	8	48	4	
Ship Painters.										
Boston, . . . . .	.60½	4.84	24.20	2 T.	2 T.	8	-	40	-
Weavers, Elastic Goring. ¹										
Chelsea, . . . . .	.25	2.43½	13.50	-	-	9½	5¼	54	12
Easthampton, . . . . .	.20	-	-	-	-	10	5	55	12

¹ Also work by the piece; rates shown are for time work only.

² Prevailing rate; no agreement establishing a minimum.

³ During 6 months, 9 hours on 4 days, 8 hours on 1 day and 4 hours on Saturday.

⁴ Prevailing rate per month; no agreement enforcing a minimum rate.

⁵ Overtime rate for over 9 hours' work when in port.

⁶ At sea, alternately, 4 hours on duty and 4 hours off; in port, 9 hours a day.

⁷ Per tide.

⁸ Work 5 days a week, no work on Saturday.

B. PUBLIC SERVICE.

TABLE 14. FEDERAL SERVICE.

[Compiled from information furnished by the Ordnance Department, United States Army.]

OCCUPATIONS.	RATES OF WAGES					
	Unit	First Class	Second Class	Third Class	Fourth Class	Fifth Class
United States Army Employees, Springfield.¹						
Annealers,	Day	\$2.50	-	-	-	-
Assemblers,	Day	2.50	-	-	-	-
Barrel drillers,	Day	2.75	-	-	-	-
Barrel reamers,	Day	3.25	\$2.75	-	-	-
Barrel riflers,	Day	3.25	3.00	-	-	-
Barrel rollers,	Day	2.75	-	-	-	-
Barrel turners,	Day	2.50	-	-	-	-
Blacksmiths' helpers,	Day	2.25	-	-	-	-
Browners,	Day	3.00	2.75	-	-	-
Carpenters,	Day	3.75	3.50	\$3.25	-	-
Caschardeners,	Day	4.00	3.25	-	-	-
Die sinkers,	Day	4.75	4.50	4.00	-	-
Draftsmen,	Year	1,200.00	-	-	-	-
Draftsmen's apprentices,	Year	360.00	-	-	-	-
Dropforgers,	Day	4.00	3.50	3.25	\$2.75	-
Electricians,	Day	3.50	3.25	-	-	-
Engineers,	Day	4.00	3.25	-	-	-
Engineers, assistant,	Day	3.50	-	-	-	-
Farrriers,	Day	4.00	-	-	-	-
File cutters,	Day	4.00	-	-	-	-
Filers,	Day	3.00	2.75	2.50	2.50	-
Firemen,	Month	85.25	-	-	-	-
Foremen,	Day	7.00	5.50	-	-	-
Foremen, assistant,	Day	6.00	5.00	4.75	4.50	-
Gang bosses,	Day	4.25	4.00	-	-	-
Gauge makers,	Day	4.75	4.50	4.25	3.75	* \$3.25
Guards,	Month	67.50	-	-	-	-
Harness makers,	Day	3.00	-	-	-	-
Inspectors,	Day	3.75	3.50	3.25	3.00	-
Inspectors, chief,	Day	4.75	4.25	-	-	-
Laborers, common,	Day	2.00	-	-	-	-
Laborers, skilled,	Day	4.00	3.50	3.25	3.00	* 2.75
Machine operators,	Day	2.50	2.25	-	-	-
Machinists,	Day	4.25	4.00	3.75	3.50	-
Masons,	Day	3.75	3.50	-	-	-
Master armorers,	Year	1,500.00	-	-	-	-
Messenger boys,	Day	1.50	1.25	-	-	-
Millers,	Day	2.25	2.00	-	-	-
Millwrights,	Day	3.50	3.25	-	-	-
Oilers,	Day	2.25	-	-	-	-
Packers,	Day	3.00	-	-	-	-
Painters,	Day	3.50	-	-	-	-
Pipefitters,	Day	3.75	-	-	-	-
Platers,	Day	3.75	-	-	-	-
Plumbers,	Day	4.00	-	-	-	-
Polishers,	Day	3.00	2.75	2.50	-	-
Printers,	Day	3.25	3.00	-	-	-
Profilers,	Day	2.50	2.50	-	-	-
Punch press operators,	Day	2.75	-	-	-	-
Screw makers,	Day	4.50	4.00	2.50	-	-
Shavers,	Day	2.75	-	-	-	-
Stablemen,	Month	71.10	-	-	-	-
Stockers,	Day	2.85	2.75	-	-	-
Storehouse keepers,	Day	3.75	-	-	-	-
Storehouse keepers, assistant,	Day	3.75	3.50	-	-	-
Teamsters,	Month	60.00	-	-	-	-
Teamsters,	Day	-	2.25	-	-	-
Temporers,	Day	3.75	3.25	3.00	-	-
Tinners,	Day	3.50	-	-	-	-
Tool grinders,	Day	4.00	3.75	-	-	-
Tool makers,	Day	4.50	4.25	4.00	3.75	3.25
Watchmen,	Month	71.10	-	-	-	-
Woodworkers,	Day	3.25	3.00	2.75	-	-
Workmen, skilled,	Day	3.00	2.50	2.50	-	-

¹ Hours of labor are 8 a day, 48 a week, with Saturday half-holiday during 3 (summer) months.² Six classes in all; sixth class, \$3.³ Nine classes in all; sixth class, \$2.60; seventh class, \$2.50; eighth class, \$2.25; ninth class, \$2.

TABLE 14. FEDERAL SERVICE—CONTINUED.

[Compiled from information furnished by the Navy Yard Authorities.]

OCCUPATIONS.	DAILY RATES OF WAGES			
	First Class	Second Class	Third Class	Fourth Class
United States Navy Yard Employees, Boston.¹				
Block makers,	\$3.12	\$2.88	\$2.64	\$2.40
Boat builders,	4.00	3.76	3.52	3.12
Boiler makers,	4.00	3.68	3.44	3.20
Boiler makers' helpers,	2.48	2.16	1.92	1.68
Box makers,	3.12	2.88	2.64	2.40
Boys,	1.60	1.36	1.12	.88
Calkers and chippers, iron,	3.52	3.28	3.04	2.80
Calkers, wood,	3.76	3.52	3.28	3.04
Carpenters (house),	4.00	3.76	3.52	3.28
Chauffeurs,	2.72	—	—	—
Concrete workers,	4.00	3.76	3.28	² 2.56
Coopers,	3.12	2.88	2.64	2.40
Coppersmiths,	4.00	3.76	3.52	3.28
Coppersmiths' helpers,	2.24	2.00	1.76	1.52
Cranemen,	2.88	—	—	2.32
Die sinkers,	5.04	4.80	4.56	4.32
Dispensary attendants,	2.24	2.00	—	—
Divers,	6.08	—	—	—
Drillers,	3.04	2.80	2.56	2.32
Electricians,	4.80	—	—	—
Electricians' helpers,	2.48	2.24	2.00	1.76
Electroplaters,	3.60	3.36	3.12	2.88
Engine tenders (crane),	3.84	3.52	3.28	3.04
Engine tenders (locomotive),	4.00	3.68	3.44	3.20
Engine tenders (stationary),	3.52	3.28	3.04	2.88
Firemen,	2.88	2.64	2.40	2.16
Flange turners,	4.56	4.32	4.08	³ 3.84
Forgers, drop,	4.64	4.40	4.08	3.84
Forgers, heavy,	4.64	4.40	4.08	3.84
Galvanizers,	3.28	3.04	2.80	2.56
Gardeners,	3.12	2.88	2.64	2.40
Hammer runners,	3.12	2.88	2.64	2.40
Heaters, furnace,	3.60	3.36	3.12	2.88
Helpers, general,	2.24	2.00	1.76	1.52
Holders-on,	2.48	2.24	2.00	1.76
Janitors,	2.32	2.08	1.84	1.60
Joiners, ship,	4.00	3.76	3.52	3.28
Laboratories' helpers,	2.48	—	—	—
Laborers, common,	2.24	2.00	1.76	1.52
Levelers,	3.76	—	—	—
Loftmen,	4.32	4.00	3.68	—
Machinists,	4.24	4.00	3.76	⁴ 3.52
Machinists' helpers,	2.48	2.16	1.92	1.68
Masons, brick,	5.20	4.96	4.72	4.48
Masons, stone,	5.20	4.96	4.72	4.48
Melters,	3.12	2.88	2.64	2.40
Millmen,	3.36	3.12	2.88	2.56
Millwrights,	4.08	3.60	3.36	3.12
Molders,	4.16	4.00	3.84	⁵ 3.68
Molders, steel,	3.52	3.28	3.04	2.80
Molders' helpers,	2.24	2.00	1.76	1.52
Oakum spinners,	2.64	2.40	2.08	1.84
Operators, acetylene,	3.76	3.52	3.28	3.04
Ordnance men,	3.52	3.28	3.04	2.80
Packers,	2.64	2.40	2.32	2.08
Painters,	3.68	3.52	3.36	⁶ 3.20
Painters' helpers,	2.24	2.00	1.76	1.52
Pattern makers,	4.16	3.92	3.68	3.44
Pavers,	4.08	3.60	3.36	3.12
Pipefitters,	4.00	3.76	3.52	3.28

¹ Hours of labor are 8 a day, 48 a week, with Saturday half-holiday during 3 (summer) months.² Two additional classes receive \$2.40 and \$1.84 a day, respectively.³ One additional class receives \$3.52 a day.⁴ One additional class receives \$3.28 a day.⁵ Two additional classes receive \$3.44 and \$3.20 a day, respectively.⁶ One additional class receives \$2.96 a day.

TABLE 14. FEDERAL SERVICE — CONTINUED.

OCCUPATIONS.	DAILY RATES OF WAGES			
	First Class	Second Class	Third Class	Fourth Class
United States Navy Yard Employees, Boston — Con.				
Pipefitters' helpers,	\$2.48	\$2.16	\$1.92	\$1.68
Plasterers,	4.72	4.32	4.00	3.76
Plumbers, house,	4.40	4.16	3.92	3.68
Plumbers, ship,	4.40	4.16	3.92	3.68
Pressmen,	4.00	2.88	2.64	2.40
Punchers and shears,	3.12	2.88	2.64	2.32
Riggers,	3.60	3.36	3.12	2.80
Riggers' helpers,	2.24	2.00	1.76	1.52
Riveters,	3.52	3.28	3.04	2.80
Rivet heaters (boys),	1.76	1.52	1.28	1.04
Roofers,	4.00	3.76	3.52	3.28
Rope makers,	3.20	2.96	2.72	2.48
Rope makers' helpers,	2.24	2.00	1.76	1.52
Sail makers,	3.52	3.28	3.04	2.80
Sand blasters,	2.80	2.56	—	—
Saw filers,	4.00	3.62	3.28	3.04
Sheet metal workers,	4.16	3.92	3.68	3.44
Ship fitters,	4.00	3.76	3.52	¹ 3.28
Ship fitters' helpers,	2.48	2.24	2.00	1.76
Ship smiths,	3.76	3.52	3.28	3.04
Ship smiths' helpers,	2.40	2.24	2.00	1.76
Shipwrights,	3.84	3.60	3.44	² 3.20
Stable keepers,	2.40	2.08	1.84	1.60
Stone cutters,	3.36	3.12	2.88	2.64
Teamsters,	2.48	2.24	2.00	1.76
Tool dressers,	3.52	3.28	3.04	2.80
Tool makers,	4.24	4.00	3.76	3.52
Trackmen,	2.40	2.16	1.92	1.68
Upholsterers,	3.76	3.52	3.28	3.04
Wharf builders,	3.52	3.28	3.04	2.80
Wheelwrights,	3.28	3.12	3.04	2.80
Wiremen,	4.40	4.00	3.60	3.20
Woodworkers' helpers,	2.24	2.00	1.76	1.52

¹ One additional class receives \$3.04 a day.² Minimum rate paid is \$2.88 a day.

TABLE 14. FEDERAL SERVICE — CONTINUED.

[Compiled from information furnished by the Ordnance Department, United States Army.]

OCCUPATIONS.	RATES OF WAGES					
	Unit	No Stated Class	First Class	Second Class	Third Class	Fourth Class
Watertown Arsenal Employees.						
Annealers,	Month	{ \$75.00 66.00 }	-	-	-	-
Annealers,	Day	2.24	-	-	-	-
Armament foremen,	Month	150.00	-	-	-	-
Blacksmiths,	Day	-	\$3.76	\$3.52	\$3.28	\$3.04
Blacksmiths (foremen),	Month	150.00	-	-	-	-
Blacksmiths' helpers,	Day	-	2.40	2.16	-	-
Carpenters,	Day	-	3.44	3.28	3.04	2.80
Carpenters' helpers,	Day	2.32	-	-	-	-
Chemists,	Year	1,800.00	-	-	-	-
Chemists, assistant,	Year	1,200.00	-	-	-	-
Chippers,	Day	-	3.04	2.80	2.56	-
Chippers,	Month	-	-	-	-	\$ 75.00
Coremakers,	Day	-	4.00	-	-	-
Cranemen,	Day	-	2.88	2.72	2.32	-
Draftsmen,	Year	2,200.00	1,500.00	1,400.00	1,200.00	1,100.00
Draftsmen's apprentices,	Year	-	720.00	360.00	-	-
Drivers,	Day	-	2.48	2.32	-	-
Electricians,	Day	-	3.72	3.28	-	-
Electricians,	Month	130.00	-	-	-	-
Electricians' helpers,	Day	-	2.32	-	-	-
Engineers,	Month	112.00	95.00	-	-	-
Engineers, assistant,	Month	95.00	-	-	-	-
Engineers (locomotive cranemen),	Month	-	90.00	66.00	-	-
Firemen,	Month	-	90.00	80.00	70.00	-
Furnace helpers,	Day	-	2.48	-	-	-
Gang bosses,	Month	-	120.00	115.00	110.00	-
Hardening shop foremen,	Year	1,700.00	-	-	-	-
Inspectors, chief,	Year	1,600.00	-	-	-	-
Inspectors, assistant,	Year	-	1,320.00	-	-	-
Inspectors, assistant,	Month	-	-	110.00	100.00	-
Inspectors, assistant, ordnance,	Year	1,400.00	-	-	-	-
Inspectors, assistant, ordnance,	Month	110.00	-	-	-	-
Laboratory assistants,	Day	-	4.24	3.28	-	-
Laborers, foremen,	Day	-	3.28	-	-	-
Laborers, skilled,	Day	-	3.04	2.80	2.76	\$ 2.48
Laborers, unskilled,	Day	-	2.48	2.32	2.24	\$ 2.16
Machinists,	Month	-	110.00	100.00	-	-
Machinists,	Day	-	-	-	4.00	\$ 3.76
Machinists' apprentices,	Day	-	2.56	1.92	1.28	.64
Machinists, armament,	Day	-	3.28	3.04	-	-
Machinists, foremen,	Year	{ 1,800.00 1,680.00 }	-	-	-	-
Machinists' helpers,	Day	-	3.28	2.56	2.40	\$ 2.32
Machinists, resident,	Month	120.00	-	-	-	-
Masons' helpers,	Day	-	2.40	-	-	-
Master mechanics,	Year	2,400.00	-	-	-	-
Messenger boys,	Year	-	600.00	540.00	480.00	\$ 420.00
Metallographists,	Year	2,000.00	-	-	-	-
Molders,	Day	-	4.00	3.28	-	-
Molders' apprentices,	Day	2.56	-	-	-	-

¹ Eight hours constitutes a day's work for all mechanics, laborers, and workmen. Per diem employees are paid for each day upon which they render service and are paid, in addition, for all holidays. Employees, such as watchmen, teamsters, engineers, assistant engineers, firemen, etc., whose pay is either annual or monthly, are paid for thirty (30) days in each month and, if called upon, are required to render service on each day. Employees other than mechanics, laborers, and workmen, whose compensation is either annual or monthly — such as draftsmen, inspectors, etc. — are not limited to eight hours in any one day, but eight hours is the rule.

² Eight classes in all: Fifth class, \$2.48; sixth class, \$2.40; seventh class, \$2.32; eighth class, \$2.16 a day.

³ Eight classes in all: Fifth class, \$2.32; sixth class, \$2; seventh class, \$0.68; eighth class, \$0.66 a day.

⁴ Five classes in all: Fifth class, \$1.50 a day.

⁵ Nine classes in all: Fifth class, \$3.52; sixth class, \$3.28; seventh class, \$3.04; eighth class, \$2.80; ninth class, \$2.56 a day.

⁶ Six classes in all: Fifth class, \$2.16; sixth class, \$2 a day.

⁷ Five classes in all: Fifth class, \$360 a year.

TABLE 14. FEDERAL SERVICE — CONCLUDED.

OCCUPATIONS.	RATES OF WAGES					
	Unit	No Stated Class	First Class	Second Class	Third Class	Fourth Class
Watertown Arsenal Employees — Con.						
Molders, foremen,	Year	\$1,700.00	—	—	—	—
Molders' helpers,	Day	—	\$3.48	\$3.32	\$2.16	—
Oilers,	Day	2.32	—	—	—	—
		2.56	—	—	—	—
Packers,	Day	2.40	—	—	—	—
		2.32	—	—	—	—
Painters,	Day	—	2.72	—	—	—
Painters, foremen,	Day	3.04	—	—	—	—
Pattern makers,	Day	—	4.48	4.24	4.00	¹ \$3.76
Plumbers,	Month	108.00	—	—	—	—
Plumbers' helpers,	Day	2.32	—	—	—	—
Polishers,	Day	2.80	—	—	—	—
Rate setters,	Month	—	130.00	120.00	—	—
Riggers,	Day	—	3.28	—	—	—
Riggers,	Month	—	—	66.00	—	—
Screw makers,	Day	2.80	—	—	—	—
Storehouse keepers,	Year	1,200.00	—	—	—	—
Storehouse keepers, assistant,	Month	70.00	—	—	—	—
Teamsters (one horse),	Day	2.16	—	—	—	—
Teamsters (two horse),	Day	2.24	—	—	—	—
Tool grinders,	Day	2.32	—	—	—	—
		2.80	—	—	—	—
Tool keepers,	Day	2.32	—	—	—	—
		2.24	—	—	—	—
Tool makers,	Day	—	4.80	4.56	4.16	² 3.76
Tool makers, foremen,	Month	135.00	—	—	—	—
Toolsmiths,	Day	3.28	—	—	—	—
Woodworkers, foremen,	Month	140.00	—	—	—	—
Workmen, skilled,	Day	—	5.50	3.76	3.28	³ —
Workmen, skilled,	Month	—	—	—	—	³ 100.00

¹ Six classes in all: Fifth class, \$3.52; sixth class, \$2.80 a day.² Six classes in all: Fifth class, \$3.52; sixth class, \$3.28 a day.³ Eight classes in all: Fifth class, \$3.04; sixth class, \$2.72; seventh class, \$2.64; eighth class, \$2.48 a day.

TABLE 15. MUNICIPAL SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Ambulance Drivers.									
Boston,	-	-	\$17.50	Reg.	Reg.	8	8	² 56	² 6
Attendants.									
Boston (Bath dept.), . . .	-	-	15.00	-	-	8	8	48	-
Blacksmiths.									
Boston (Park employees), . .	-	\$3.25	19.50	-	-	8	4	44	12
Medford,	-	-	21.00	-	-	8	4	44	12
New Bedford,	-	\$3.50	21.00	-	-	8½	5½	48	12
Newton,	-	3.00	18.00	Reg.	Reg.	8	8	48	3
Somerville,	-	3.25	-	-	-	8	8	48	5
Blacksmiths' Helpers.									
New Bedford,	-	2.75	16.50	-	-	8½	5½	48	12
Newton,	-	2.75	16.50	Reg.	Reg.	8	8	48	3
Carpenters.									
New Bedford,	-	3.00	18.00	-	-	8½	5½	48	12
Chauffeurs.									
Boston:									
Ambulance drivers,	-	-	17.50	Reg.	Reg.	8	8	² 56	² 6
Cemetery dept.,	-	-	21.00	-	-	8	4	44	12
Chauffeurs, first class, . .	-	-	21.00	-	-	8	5	45	12
Newton,	-	3.04	-	Reg.	Reg.	8	8	48	3
Custodians.									
Boston (Bath dept.),	-	-	15.00	-	-	8	8	48	-
Springfield (school house), .	\$0.30	2.40	³ 14.40	Reg.	Reg.	8	6½	⁴ 48	12
Drawtenders.									
Boston:									
Drawtenders,	-	-	25.00	-	-	8	8	56	-
Drawtenders, first assistant,	-	-	21.15	-	-	8	8	56	-
Drawtenders, second assistant,	-	-	19.23	-	-	8	8	56	-
Drillers.									
New Bedford (hand),	-	2.75	16.50	-	-	8½	5½	48	12
New Bedford (steam),	-	3.00	18.00	-	-	8½	6½	48	12
Electrical Workers (Linemen).									
Boston,	-	3.50	-	-	-	8	8	48	-
Electricians.									
Boston (Port Directors' employees),	-	4.66½	28.00	Reg.	Reg.	8	4	44	12

¹ For explanation of symbols, see note 1 on p. 8.

² Work 7 days per week with 5 hours off on alternate Sundays.

³ Minimum rate; rates range up to \$22; majority receive \$17 and \$20.

⁴ Work 2½ hours on Sunday.

TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
[Engineers, Stationary.									
Boston (Cemetery dept.), . . .	-	\$3.00	-	-	-	8	4	44	12
Lowell (chief), . . .	-	-	\$28.80	2 T.	2 T.	8	4	44	12
Lowell (assistant), . . .	-	-	24.00	2 T.	2 T.	8	4	44	12
New Bedford (hoisting and portable, chief), . . .	-	-	21.00	Reg.	Reg.	8½	5½	48	12
Salem, . . .	\$0.75	-	27.50	2 T.	2 T.	8	4	44	12
Springfield (road rolling), . . .	1.75	-	24.00	-	2 T.	8	4	44	12
Firemen, Stationary.									
Lowell, . . .	-	-	19.50	Reg.	Reg.	8	8	48	-
Watertown, . . .	.34½	2.72½	15.00	Reg.	Reg.	8	4	44	12
Foremen.									
Boston:									
Cemetery dept., teamsters, . . .	-	3.00	-	-	-	8	4	44	12
Highway dept., sub-foremen, . . .	-	-	23.01	-	-	8	4	44	12
Park employees, . . .	-	3.25	19.50	-	-	8	4	44	12
Water workers, . . .	-	4.81	\$1,500.00	1½ T.	2 T.	8	4	44	12
Fall River, . . .	-	3.00	18.00	Reg.	Reg.	8½	5½	48	12
Lynn, . . .	.37½	3.00	18.00	-	-	8	8	48	-
Medford, . . .	-	-	19.00	-	-	8	4	44	12
Medford, . . .	-	-	25.00	-	-	8	4	44	12
New Bedford:									
Blacksmiths, . . .	.50	4.00	24.00	-	-	8½	5½	48	12
Carpenters, . . .	.50	4.00	24.00	-	-	8½	5½	48	12
Sewer workers, . . .	.50	4.00	24.00	-	-	8½	5½	48	12
Street dept. employees, . . .	-	3.50	21.00	-	-	8½	5½	48	12
Newton, . . .	-	3.20	-	Reg.	Reg.	8	8	48	3
Waltham, . . .	-	2.75	-	1½ T.	1½ T.	8	8	48	5
Waltham, . . .	-	3.50	-	-	-	8	8	48	5
Winchester:									
First class, . . .	-	3.25	19.50	-	-	8½	5	48	12
Second class, . . .	-	2.75	16.50	-	-	8½	5	48	12
Stablemen, . . .	-	3.00	18.00	-	-	8½	5	48	12
Stablemen, . . .	-	-	14.42	-	-	8½	5	48	12
Street sweepers, . . .	-	2.75	16.50	1½ T.	1½ T.	8½	5	48	12
Teamsters, . . .	-	2.75	16.50	-	-	8½	5	48	12
Tree dept., . . .	-	3.00	18.00	-	-	8½	5	48	12
Gardeners and Assistants.									
Boston (Cemetery dept.), . . .	-	3.00	-	-	-	8	4	44	12
Boston (Cemetery dept., assistants), . . .	-	2.75	-	-	-	8	4	44	12
Newton, . . .	-	2.55	-	Reg.	Reg.	8	8	48	3
Graders and Soddors.									
Boston (Cemetery dept.), . . .	-	2.75	-	-	-	8	4	44	12
Boston (Highway dept.), . . .	-	2.75	-	1½ T.	2 T.	8	4	44	12
Grave Diggers.									
Boston (Cemetery dept.), . . .	-	2.50	-	-	-	8	4	44	12
Harness Makers.									
Somerville, . . .	-	3.25	-	-	-	8	8	48	5

¹ Broken time, 75 cents an hour.² Time and one-half before 9 p.m.; double time after 9 p.m., and also on Saturday afternoon.³ Rate per year, \$1,500; day rate on basis of 312 working days, about \$4.81.⁴ Also rent furnished, equivalent to \$120 yearly.

TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Horsehoers.									
Somerville,	-	\$3.25	-	-	-	8	8	48	5
Inspectors.									
Boston:									
Sanitary and Street Cleaning dept.,	-	\$3.51	\$1,095.50	-	-	8	8	48	1
Street Oiling and Watering dept.,	-	\$3.51	\$1,095.50	-	-	8	8	48	1
Water workers,	-	\$4.81	\$1,500.00	1½ T.	2 T.	8	4	44	12
Iron Workers.									
Boston (Park employees),	-	3.50	21.00	-	-	8	4	44	12
Laborers.									
Arlington,	\$0.28½	2.25	13.50	1½ T.	1½ T.	8	8	48	6
Boston:									
Cemetery dept.,	-	2.50	-	-	-	8	4	44	12
Highway dept.,	-	-	15.00	1½ T.	2 T.	8	4	44	12
Highway dept., skilled,	-	2.75	-	1½ T.	2 T.	8	4	44	12
Metropolitan District,	-	2.50	15.00	1½ T.	1½ T.	8	4	44	12
Park dept.,	-	2.50	15.00	-	-	8	4	44	12
Port Directors' employees,	-	2.50	15.00	Reg.	Reg.	8	4	44	12
Sanitary and Street Cleaning dept., Union A,	-	2.50	15.00	1½ T.	2 T.	8	4	44	12
Sanitary and Street Cleaning dept., Union B,	-	2.50	15.00	1½ T.	2 T.	8	8	48	6-8
Water workers,	-	2.50	15.00	1½ T.	2 T.	8	4	44	12
Water workers, skilled,	-	2.75	16.50	1½ T.	2 T.	8	4	44	12
Cambridge,	-	2.50	15.00	Reg.	2 T.	8	4	44	12
Chelsea,	-	2.50	-	Reg.	Reg.	8	4	44	12
Fall River, . . . . .	.30	2.40	14.40	Reg.	Reg.	8½	5½	48	12
Fitchburg, . . . . .	.32	2.56	15.36	Reg.	Reg.	8	8	48	5
Lowell:									
Paving, . . . . .	.31½	2.50	15.00	-	-	9	4	48	12
Pick and shovel,	-	2.25	13.50	1½ T.	2 T.	8	8	48	-
Street sweepers,	-	2.25	13.50	1½ T.	2 T.	8	8	48	-
Lynn, . . . . .	.31½	2.50	15.00	-	-	8	8	48	-
Medford,	-	-	15.00	-	-	8	4	44	12
Melrose, . . . . .	.31½	2.50	15.00	Reg.	Reg.	8	8	48	4
Nahant,	-	2.50	15.00	-	-	8	8	48	6
New Bedford,	-	2.25	13.50	-	-	8½	5½	48	12
New Bedford (sewers),	-	2.50	15.00	-	-	8½	5½	48	12
Newton,	-	2.50	15.00	Reg.	Reg.	8	8	48	8
Newton (skilled),	-	2.72	-	Reg.	Reg.	8	8	48	3
Revere, . . . . .	.31½	2.50	15.00	Reg.	Reg.	8	8	48	4½
Somerville,	-	2.35	-	-	-	8	8	48	5
Taunton, . . . . .	.25	2.00	12.00	-	-	8	8	48	5
Waltham,	-	2.50	-	1½ T.	1½ T.	8	8	48	5
Watertown, . . . . .	.34½	2.72½	15.00	Reg.	Reg.	8	4	44	12
Wellesley,	-	2.25	13.50	Reg.	Reg.	9	5	50	12
Westfield,	{ .20 .22½ }	-	-	Reg.	Reg.	10	9	59	4

¹ Rate per year, \$1,095.50; day rate on basis of 312 working days, about \$3.51.

² Given Saturday half-holiday when weather and working conditions permit.

³ Rate per year, \$1,500; day rate on basis of 312 working days, about \$4.81.

⁴ Employed by the Metropolitan Water and Sewerage Board. Strictly speaking these are State employees, not employees of any municipality.

⁵ During 5 months, 5 hours on Saturday, and 9 hours on 3 days of the week.

⁶ One day, 8 hours.

⁷ On December 25, 1916, increase of 2½ cents in each rate went into effect.

⁸ During 4 months, 5 hours on Saturday, 55 hours a week.

TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Laborers — Con.									
Winchester,	\$0.31½	\$2.50	\$15.00	1½ T.	1½ T.	8½	5	48	12
Woburn, . . . . .	.28½	2.25	13.50	—	—	8	8	48	4
Worcester, . . . . .	.28½	2.25	13.50	—	Reg.	8	8	48	—
Lamplighters.									
Boston,	—	2.00	14.00	—	—	—	—	—	—
Marble Rubbers.									
Boston (Cemetery dept.), . .	—	2.50	—	—	—	8	4	44	12
Mechanics.									
Boston (Port Directors' employees),	—	3.75	22.50	Reg.	Reg.	8	4	44	12
Waltham,	—	{ 2.75-3.50 }	—	1½ T.	1½ T.	8	8	48	5
Painters.									
Boston (Cemetery dept.), . .	—	2.75	—	—	—	8	4	44	12
Somerville,	—	3.25	—	—	—	8	8	48	5
Pavers.									
Boston, ¹ . . . . .	.62½	5.00	30.00	1½ T.	1½ T.	8	8	48	—
Boston (Highway dept.), . .	—	—	18.00	1½ T.	2 T.	8	4	44	12
Lowell (block and cobble), . .	.53½	4.25	25.50	1½ T.	2 T.	9	4	48	12
New Bedford (block),	—	3.00	18.00	—	—	8½	5½	48	12
New Bedford (cobble),	—	2.75	16.50	—	—	8½	5½	48	12
Rammermen.									
Boston (Highway dept.), . .	—	2.75	—	1½ T.	2 T.	8	4	44	12
Lowell, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	9	4	48	12
Sewer Workers.									
Cambridge:									
Bracers,	—	\$2.75	\$16.50	Reg.	—	8	4	44	12
Bracers' tenders,	—	\$2.50	\$15.00	Reg.	—	8	4	44	12
Concrete mixers,	—	\$2.50	\$15.00	Reg.	—	8	4	44	12
Pipe layers,	—	\$2.75	\$16.50	Reg.	—	8	4	44	12
Pipe layers' helpers,	—	\$2.50	\$15.00	Reg.	—	8	4	44	12
Stablemen.									
Boston:									
Cemetery dept.,	—	2.50	—	—	—	8	4	44	12
Highway dept.,	—	2.75	—	1½ T.	2 T.	8	4	44	12
Sanitary and Street Cleaning dept.,	—	2.75	16.50	Reg.	2 T.	8	8	48	—
Cambridge,	—	2.50	15.00	Reg.	2 T.	8	4	44	12
Chelsea,	—	2.50	—	Reg.	Reg.	8	4	44	12
Fall River, . . . . .	.80	2.40	16.80	Reg.	Reg.	8	8	56	—
Lowell,	—	2.50	17.50	—	—	8	8	56	—
Lynn, . . . . .	.31½	2.50	15.00	—	—	8	8	48	—
Medford,	—	—	15.00	—	—	8	4	44	12
Somerville,	—	2.50	—	—	—	8	8	48	5
Taunton, . . . . .	.28½	2.25	13.50	—	—	8	8	48	5
Winchester, . . . . .	.31½	2.50	15.00	1½ T.	1½ T.	8½	5	48	12
Woburn, . . . . .	.28½	2.25	13.50	—	—	8	8	48	4
Worcester, . . . . .	.28½	2.25	13.50	—	Reg.	8	8	48	—

¹ Includes wood block paving, brick paving on streets and sidewalks, granite paving, and flag laying.² One day, 8 hours.³ Average rate; no minimum rate established.

TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Steam Roller Men.										
Lowell,	-	-	\$24.00	-	-	8	4	44	12	
Medford,	-	-	22.50	-	-	8	4	44	12	
Winchester (engineers),	-	-	22.50	1½ T.	1½ T.	8½	5	48	12	
Winchester (flagmen),	\$0.31¼	\$2.50	15.00	1½ T.	1½ T.	8½	5	48	12	
Stone Cutters.										
Boston (Highway dept.),	-	-	18.00	1½ T.	2 T.	8	4	44	12	
Street Sweepers.										
Lowell,	-	2.25	13.50	1½ T.	2 T.	8	8	48	-	
Winchester,	-	2.00	12.00	1½ T.	1½ T.	8½	5	48	12	
Teamsters.										
Arlington, . . . . .	.31¼	2.50	15.00	1½ T.	1½ T.	8	8	48	6
Boston:										
Cemetery dept.,	-	2.50	-	-	-	8	4	44	12	
Highway dept.,	-	2.75	-	1½ T.	2 T.	8	4	44	12	
Sanitary and Street Cleaning dept., single,	-	2.50	15.00	Reg. 1½ T.	2 T.	8	4	44	12	
Sanitary and Street Cleaning dept., double,	-	2.75	-	Reg.	2 T.	8	4	44	12	
Brockton,	-	-	15.00	Reg.	-	8	8	48	4	
Cambridge,	-	2.50	15.00	Reg.	2 T.	8	4	44	12	
Chelsea (single),	-	2.50	-	Reg.	Reg.	8	4	44	12	
Chelsea (double),	-	2.66½	-	Reg.	Reg.	8	4	44	12	
Fall River (single), . . . . .	.30	2.40	14.40	Reg.	Reg.	8½	5½	48	12
Fall River (double),	-	2.75	18.50	Reg.	Reg.	8½	5½	48	12	
Fitchburg (double), . . . . .	.32	2.56	15.36	Reg.	Reg.	8½	5½	48	12
Lowell (Union A),	-	2.50	15.00	1½ T.	2 T.	8	4	48	12	
Lowell (Union B),	-	2.50	15.00	-	-	8½	5½	48	12	
Lynn (single),	-	-	16.00	-	-	8	8	48	-	
Lynn (double),	-	-	17.00	-	-	8	8	48	-	
Malden,	-	2.50	15.00	-	-	8	8	48	5	
Medford,	-	-	15.00	-	-	8	4	44	12	
Melrose (single), . . . . .	.31¼	2.50	15.00	Reg.	Reg.	8	8	48	4
Melrose (double), . . . . .	.34½	2.75	16.50	Reg.	Reg.	8	8	48	4
New Bedford,	-	2.60	15.00	-	-	8½	5½	48	12	
Newton,	-	2.50	15.00	Reg.	Reg.	8	8	48	3	
Revere, . . . . .	.31¼	2.50	15.00	Reg.	Reg.	8	8	48	4½
Somerville,	-	2.35	-	-	-	8	8	48	5	
Taunton (single), . . . . .	.28½	2.25	13.50	-	-	8	8	48	5
Taunton (double), . . . . .	.31¼	2.50	15.00	-	-	8	8	48	5
Waltham,	-	2.75	-	1½ T.	1½ T.	8	8	48	5	
Watertown, . . . . .	.34½ ¹¹	2.72½ ¹¹	15.00	Reg.	Reg.	8	4	44	12
Wellesley,	-	2.25	13.50	Reg.	Reg.	9	5	50	12	
Winchester,	-	2.58½	15.50	-	-	8½	5	48	12	
Woburn, . . . . .	.31¼	2.50	15.00	-	-	8	8	48	4
Worcester (single), . . . . .	.28½	2.25	13.50	-	Reg.	8	8	48	-
Worcester (double), . . . . .	.32	2.56	15.36	-	Reg.	8	8	48	-
Teamsters' Helpers.										
Boston (Sanitary and Street Cleaning dept.),	-	2.50	15.00	Reg. 1½ T.	2 T.	8	4	44	12	
Cambridge,	-	2.50	15.00	Reg.	2 T.	8	4	44	12	
Fall River, . . . . .	.30	2.40	14.40	Reg.	Reg.	8½	5½	48	12
Lowell (Union A),	-	2.25	13.50	1½ T.	2 T.	9	4	48	12	
Lowell (Union B),	-	2.25	13.50	-	-	8½	5½	48	12	

1 During 5 months, 9 hours on 3 days, 8 hours on 2 days, and 5 hours on Saturday.

2 One day, 8 hours.

3 Receive \$15, unless they care for horses, when \$1 for single teamsters and \$2 for double teamsters is added.

TABLE 15. MUNICIPAL SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Teamsters' Helpers — Con.									
Lynn,	-	\$2.50	\$15.00	-	-	8	8	48	-
Malden,	-	2.50	15.00	-	-	8	8	48	5
New Bedford (single),	-	2.25	13.50	-	-	8½	5½	48	12
New Bedford (double),	-	2.50	15.00	-	-	8½	5½	48	12
Revere,	\$0.31¼	2.50	15.00	Reg.	Reg.	8	8	48	4½
Taunton, . . . . .	.28½	2.25	13.50	-	-	8	8	48	5
Winchester, . . . . .	.31¼	2.50	15.00	-	-	8½	5	48	12
Woburn, . . . . .	.28½	2.25	13.50	-	-	8	8	48	4
Tool Sharpeners.									
Boston (Cemetery dept.),	-	3.50	-	-	-	8	4	44	12
Tree Climbers.									
Newton,	-	{ 2.56- 2.72 }	-	Reg.	Reg.	8	8	48	3
Winchester,	-	2.75	16.50	-	-	8½	5	48	12
Tree Men.									
Boston (Cemetery dept.),	-	2.75	-	-	-	8	4	44	12
Watchmen.									
Boston (Highway dept.),	-	2.75	-	1½ T.	2 T.	8	4	44	12
Boston (Port Directors' employees),	-	3.00	21.00	-	-	8	8	56	-
Woburn, . . . . .	.28½	2.25	13.50	-	-	8	8	48	4

C. STEAM AND ELECTRIC RAILWAY SERVICE.

STEAM RAILROAD SERVICE.

Introductory Note. — The information presented in the following table (Table 16) has reference to those occupations, only, which are peculiar to railroad service and which relate primarily to the operation of trains. The rates of wages and hours of labor as in effect on October 1, 1916, appear in the table. Certain general changes which have taken place since that date have been discussed in notes accompanying the respective groups of occupations to which they severally refer.

Special attention should be called to the fact that the hours of labor and the overtime and emergency rates of pay in the case of employees engaged in the operation of trains are now in process of adjustment, in accordance with the provisions of the so-called "Adamson Act." This act, passed by Congress early in September, 1916, provided, in brief, that, beginning January 1, 1917, eight hours should be deemed the standard or measure of a day's work, for the purpose of reckoning the compensation of all employees engaged in the operation of trains (with certain specified exceptions), and further provided for the appointment of a commission which should observe the operation and effects of the institution of such eight-hour standard workday for a period of not less than six months, nor more than nine months, and, within thirty days thereafter, should report its findings to the President and Congress. The act also provided that, pending the report of the Commission and for a period of thirty days thereafter, the compensation of railway employees subject to this act should not be reduced below the present standard day's wage, and for all necessary time in excess of eight hours, such employees should be paid at a rate not less than the *pro rata* for such standard eight hours of work. Penalties for violation of the provisions of the act were also provided. In accordance with the provisions of the act the Commission should report not later than October 31, 1917, whereupon the matter will again come before Congress for action.

It is the custom of the steam railroad companies operating within this Commonwealth to issue from time to time printed "Rules," applicable to employees in the several branches of service, showing the rates of pay, hours of labor, and other conditions of employment. These printed rules virtually constitute written agreements between the companies and their employees. Owing to the varying nature of the several branches of service it is exceedingly difficult to present in one uniform tabular statement the essential items of information contained in these schedules. Thus, conductors, trainmen, locomotive engineers, and locomotive firemen receive compensation based on mileage covered, but certain minimum rates of wages an hour, day, or month are guaranteed. For employees engaged in station and other local service the rates of pay and hours of labor vary according to local conditions. The hours of labor of those who are actually employed in the movement of trains, including conductors, locomotive engineers, locomotive firemen, trainmen, and telegraph operators, are regulated by the Federal law applicable to that class of service.

In view of the foregoing considerations it was deemed advisable to present the information in a series of tabular statements, each of which has been so devised as to bring out the essential facts with reference to the several occupations considered therein. It will be observed that the rates of pay and hours of labor applicable to employees in train and yard service are quite uniform for three of the railroad systems considered. Attention is called to the fact that the rates of pay and hours of labor applicable to railroad employees are not confined merely to those portions of the several railroad systems which are within the confines of the Commonwealth, but are applicable likewise throughout the entire systems.

TABLE 16. STEAM RAILROAD SERVICE.

OPERATION OF TRAINS.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			OVER- TIME ¹	EMERGENCY SERVICE ²			Daily Miles	Daily Hours of Labor ³
	Mileage Rates	Guar- anteed Daily Rates	Guar- anteed Monthly Rates		Hourly Rates of Wages	One Hour or Less	From One to Five Hours	Over Five Hours	
Conductors, Trainmen, and Yardmen.									
<i>Baggagemen, Passenger.</i>									
Railroad A,	\$0.0165	\$2.75	\$82.50	\$0.275	\$0.275	\$1.375	\$2.75	166	10
Railroad B, . . . . .	.0165	2.75	77.35	.275	-	-	-	166	10
Railroad C, . . . . .	.0165	2.75	77.00	.275	.275	1.375	2.75	166	10
Railroad D,	-	-	4 16.00	Reg.	-	-	-	-	10
<i>Brakemen, Local Freight, Pick- up and Drop Service.</i>									
Railroads A, B, and C, . . . .	.03	3.00	-	Reg.	-	-	-	100	10
<i>Brakemen, Milk Train.</i>									
Railroad A, . . . . .	.0189	3.05	79.30	Reg.	-	-	-	162	10
<i>Brakemen, Passenger.</i>									
Railroad A, . . . . .	.016	2.55	76.50	.255	.255	1.275	2.55	159	10
Railroad B, . . . . .	.016	2.55	72.35	.255	-	-	-	159	10
Railroad C, . . . . .	.016	2.55	71.40	.255	.255	1.275	2.55	159	10
Railroad D,	-	-	4 14.75	Reg.	-	-	-	-	10
<i>Brakemen, Through and Irregular Freight, etc.</i>									
Railroads A, B, and C, . . . .	.0267	-	-	Reg.	-	-	-	100	10
<i>Brakemen, Yard.</i>									
Railroad A, day,	{ \$.33 .35 \$.35 .37 \$.35 .37 - - - - - \$.33 .34 .35 \$.35 .36 .37	-	-	Reg.	-	-	-	-	10
Railroad A, night,	{ \$.35 .37 \$.35 .37 - - - - - - - \$.33 .34 .35 \$.35 .36 .37	-	-	Reg.	-	-	-	-	10
Railroad B, day,	{ \$.35 .37 \$.35 .37 - - - - - - - \$.33 .34 .35 \$.35 .36 .37	-	-	Reg.	-	-	-	-	10
Railroad B, night,	{ \$.35 .37 \$.35 .37 - - - - - - - \$.33 .34 .35 \$.35 .36 .37	-	-	Reg.	-	-	-	-	10
Railroad B, first trick,	{ \$.35 .37 \$.35 .37 - - - - - - - \$.33 .34 .35 \$.35 .36 .37	2.80	-	Reg.	-	-	-	-	8
Railroad B, second trick, . . .	{ \$.35 .37 \$.35 .37 - - - - - - - \$.33 .34 .35 \$.35 .36 .37	2.88	-	Reg.	-	-	-	-	8
Railroad B, third trick,	{ \$.35 .37 \$.35 .37 - - - - - - - \$.33 .34 .35 \$.35 .36 .37	2.96	-	Reg.	-	-	-	-	8
Railroad C, day,	{ \$.33 .34 .35 \$.35 .36 .37	-	-	Reg.	-	-	-	-	10
Railroad C, night,	{ \$.33 .34 .35 \$.35 .36 .37	-	-	Reg.	-	-	-	-	10

¹ Overtime is time in excess of 10 hours a day or 100 miles a day, except for extension circuit trips, so called. Unless otherwise stated in the table it is paid for pro rata. For extension circuit trips the payment is for not less than one-quarter of a day, for a round trip or fraction thereof. Special conditions apply to employees tied up on runs under the 16-hour law, or 14-hour law. The abbreviation "Reg." signifies regular rate or "pro rata."

² Emergency rates for all employees except as shown in the table are as follows:—

On Railroad A the rate for emergency service is one-half day's pay for less than five hours and not less than a day's pay for over five hours.

On Railroad B rate for emergency service of more than 30 minutes and less than two hours is paid on hourly basis, 60 minutes or less to count as one hour; service of less than five hours or less than one-half of daily mileage — rate is one-half day's pay; over five hours or more than one-half daily mileage — rate is full day's pay.

On Railroad C rate for emergency service of 10 miles or less or one hour or less is as for 10 miles; over one hour or over 10 miles but less than five hours or less than 50 miles is as for 50 miles; over five hours or over 50 miles is a day's pay.

Above overtime and emergency rates of wages are in process of adjustment as the result of the passage of the Adamson Act. (See "Introductory Note," on p. 111).

³ Hours of labor are in process of adjustment as the result of the passage of the Adamson Act. (See "Introductory Note," on p. 111).

⁴ Weekly rate.

⁵ Hourly rates; paid different rates according to location of yard.

⁶ Hourly rate.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

OPERATION OF TRAINS — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			OVER- TIME Hourly Rates of Wages	EMERGENCY SERVICE			Daily Miles	Daily Hours of Labor
	Mileage Rates	Guar- anteed Daily Rates	Guar- anteed Monthly Rates		One Hour or Less	From One to Five Hours	Over Five Hours		
Conductors, Trainmen, and Yardmen — Con.									
<i>Conductors, Local Freight, Pick- up and Drop Service.</i>									
Railroads A, B, and C, . . .	\$0.045	\$4.50	-	Reg.	-	-	-	100	10
<i>Conductors, Milk Train.</i>									
Railroad A, . . . . .	.029	4.50	\$117.00	Reg.	-	-	-	155	10
<i>Conductors, Passenger.</i>									
Railroad A, . . . . .	.029	¹ 4.25	¹ 110.50	} \$0.45	\$0.45	\$2.25	\$4.50	155	10
Railroad B, . . . . .	.029	4.50	135.00		-	-	-	155	10
Railroad C, . . . . .	.029	4.50	125.00	.45	-	-	-	155	10
Railroad D,	-	-	126.00	.45	.45	2.25	4.50	155	10
			² 24.00	Reg.	-	-	-	-	10
<i>Conductors, Through and Irregular Freight.</i>									
Railroads A, B, and C, . . .	.04	-	-	Reg.	-	-	-	100	10
<i>Conductors, Yard.</i>									
Railroad A, day,	³ .36	-	-	Reg.	-	-	-	-	10
	.38	-	-						
Railroad A, night,	³ .38	-	-	Reg.	-	-	-	-	10
	.40	-	-						
Railroad B, day,	⁴ .38	-	-	Reg.	-	-	-	-	10
Railroad B, night,	⁴ .40	-	-	Reg.	-	-	-	-	10
Railroad B, first trick, . . .	-	3.04	-	Reg.	-	-	-	-	8
Railroad B, second trick, . .	-	3.12	-	Reg.	-	-	-	-	8
Railroad B, third trick, . . .	-	3.20	-	Reg.	-	-	-	-	8
Railroad C, day,	³ .36	-	-	Reg.	-	-	-	-	10
	.37	-	-						
Railroad C, night,	³ .38	-	-	Reg.	-	-	-	-	10
	.39	-	-						
	.40	-	-						
<i>Conductors, Assistant, Passenger.</i>									
Railroad A, . . . . .	.023	3.57	106.60	.357	.357	1.785	3.57	155	10
Railroad B, . . . . .	.023	3.57	100.00	.357	-	-	-	155	10
Railroad C, . . . . .	.023	3.57	100.00	.357	.357	1.785	3.57	155	10
<i>Flagmen or Rear Trainmen, Local Freight, Pick-up and Drop Service.</i>									
Railroads A, B, and C, . . .	.08	3.00	-	Reg.	-	-	-	100	10
<i>Flagmen or Rear Trainmen, Milk Train.</i>									
Railroad A, . . . . .	.0193	3.05	79.30	Reg.	-	-	-	155	10
<i>Flagmen or Rear Trainmen, Passenger.</i>									
Railroad A, . . . . .	.016	2.60	78.00	.26	.26	1.30	2.60	162	10
Railroad B, . . . . .	.016	2.60	73.35	.26	-	-	-	162	10
Railroad C, . . . . .	.016	2.60	72.80	.26	.26	1.30	2.60	162	10
<i>Flagmen or Rear Trainmen, Through and Irregular Freight.</i>									
Railroads A, B, and C, . . .	.0267	-	-	Reg.	-	-	-	100	10

¹ On one branch receive the smaller rate.² Weekly rate.³ Hourly rates; paid different rates according to location of yard.⁴ Hourly rate.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

OPERATION OF TRAINS — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			Daily Miles	Daily Hours of Labor ²
	Per Day	OVERTIME ¹			
		Hour	Mileage Rate (pro rata over 100 miles)		
Engineers, Locomotive.					
<i>Local Freight.</i>					
Railroad A,	{ \$5.00	-	\$0.05	100	-
Railroad B,	\$5.10	-	.051		10
Railroad C,	5.00	Reg.	.05		10
	5.00	\$0.667	.0667	75	10
<i>Local Passenger.</i>					
Railroads B and C,	4.25	.50	.0425	100	10
Railroad C (consolidation engine),	4.75	Reg.	.0475	100	10
Railroad D,	4.25.50	Reg.	-	-	10
<i>Mallet Type Engines.</i>					
Railroad A,	5.85	Reg.	.0585	100	10
<i>Milk Trains.</i>					
Railroad A,	{ \$4.75	Reg.	.0475	100	10
Railroad B,	\$4.85	Reg.	.0485		10
	4.75	Reg.	.0475		10
<i>Switching.</i>					
Railroad A,	4.11	Reg.	-	-	10
Railroads B and C,	4.10	Reg.	-	-	10
Railroad C (consolidation engine),	4.75	Reg.	-	-	10
Railroad D,	4.24.60	Reg.	-	-	9
<i>Through Freight.</i>					
Railroad A,	{ \$4.75	Reg.	.0475	100	10
Railroads B and C,	\$4.85	Reg.	.0485		10
	4.75	Reg.	.0475		10
<i>Through Passenger.</i>					
Railroads A, B, and C,	4.25	.50	.0425	100	5

¹ Rates shown do not include rates paid for emergency service, so called, or special rates for certain duties. On Railroad A engineers in train service when resuming duty on continuous trips, after having been tied up under the law governing hours, are paid from tie-up point to terminal on following basis: For 50 miles or less, or 5 hours or less, payment is for 50 miles; for more than 50 miles or over 5 hours, payment is for 100 miles. Engineers of road freight trains, when required in emergency to go with stock to certain yards, are allowed a minimum road rate of 2 hours after arrival at yard. If time exceeds 2 hours they are allowed 3 hours' pay; if it exceeds 3 hours, 4 hours' pay, etc. Engineers in switching service receive road rates for work in certain yards.

On Railroad C, emergency service (extra work required between regular laid-out day trips or before registering off duty) payment for 10 miles is allowed for less than 10 miles, or less than one hour's work; payment for 50 miles is allowed for over 10 miles and less than 50 miles, or for over one hour and less than 5 hours; a day's pay is allowed for 50 miles or over, or for 5 hours or over. For emergency service in making locomotive repairs, payment is for one hour when employed less than an hour; 5 hours for over one hour but less than 5 hours, and one day's pay for over 5 hours and up to 10 hours. Passenger engineers who are required to heat trains, who repair engines at points where no men are employed for the purpose, or perform other extra service for which extra time is agreed to be paid, are paid 50 cents an hour. In switching service 29 minutes or less are not counted in paying overtime. For over 29 minutes payment is for one hour; for over one hour and less than 5 hours, payment is for 5 hours; for 5 hours or over, one day's pay.

Above overtime rates of wages are in process of adjustment as the result of the passage of the Adamson Act. (See "Introductory Note," on p. 111).

² Hours of labor are in process of adjustment as the result of the passage of the Adamson Act. (See "Introductory Note," on p. 111).

³ Rates paid according to class of engine.

⁴ Weekly rate.

⁵ First 5 days, 9 hours; 53 hours a week.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

OPERATION OF TRAINS — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			Daily Miles	Daily Hours of Labor ¹
	Per Day	OVERTIME ¹			
		Hour	Mileage Rate (pro rata over 100 miles)		
Firemen, Locomotive.²					
<i>Freight, Local.</i>					
Railroads A, B, and C:					
Less than 80,000 pounds,	\$2.90	Reg.	\$0.029	100	10
80,000 to 100,000 pounds,	3.00	Reg.	.03	100	10
100,000 to 140,000 pounds,	3.15	Reg.	.0315	100	10
140,000 to 170,000 pounds,	3.25	Reg.	.0325	100	10
170,000 to 200,000 pounds,	3.35	Reg.	.0335	100	10
200,000 to 250,000 pounds,	3.45	Reg.	.0345	100	10
250,000 to 300,000 pounds,	3.70	Reg.	.037	100	10
Over 300,000 pounds,	4.15	Reg.	.0415	100	10
Mallet engines (regardless of weight),	4.15	Reg.	.0415	100	10
Two firemen on locomotive.					
100,000 to 250,000 pounds,	2.90	Reg.	.029	100	10
Over 250,000 pounds,	3.15	Reg.	.0315	100	10
<i>Freight, Through.</i>					
Railroads A, B, and C:					
Less than 80,000 pounds,	2.75	Reg.	.0275	100	10
80,000 to 100,000 pounds,	2.85	Reg.	.0285	100	10
100,000 to 140,000 pounds,	3.00	Reg.	.03	100	10
140,000 to 170,000 pounds,	3.10	Reg.	.031	100	10
170,000 to 200,000 pounds,	3.20	Reg.	.032	100	10
200,000 to 250,000 pounds,	3.30	Reg.	.033	100	10
250,000 to 300,000 pounds,	3.55	Reg.	.0355	100	10
Over 300,000 pounds,	4.00	Reg.	.04	100	10
Mallet engines (regardless of weight),	4.00	Reg.	.04	100	10
Two firemen on locomotive.					
100,000 to 250,000 pounds,	2.75	Reg.	.0275	100	10
Over 250,000 pounds,	3.00	Reg.	.03	100	10
<i>Passenger.</i>					
Railroad D,	15.75	Reg.	-	-	10
<i>Passenger, Through.³</i>					
Railroads A, B, and C:					
Less than 80,000 pounds,	2.45	\$0.30	.0245	100	5
80,000 to 100,000 pounds,	2.50	.30	.025	100	5
100,000 to 140,000 pounds,	2.60	.30	.026	100	5
140,000 to 170,000 pounds,	2.70	.30	.027	100	5
170,000 to 200,000 pounds,	2.85	.30	.0285	100	5
200,000 to 250,000 pounds,	3.00	.30	.03	100	5
250,000 to 300,000 pounds,	3.20	.30	.032	100	5
300,000 to 350,000 pounds,	3.40	.30	.034	100	5
Over 350,000 pounds,	3.60	.30	.036	100	5
Mallet engines (regardless of weight),	4.00	.30	.04	100	5

¹ For emergency service, or certain special duties, rates are practically the same as in the case of engineers. Above overtime rates of wages are in process of adjustment as the result of the passage of the Adamson Act. (See "Introductory Note," on p. 111).

² Hours of labor are in process of adjustment as the result of the passage of the Adamson Act. (See "Introductory Note," on p. 111).

³ Classified by weight of locomotives in pounds on drivers.

⁴ Weekly rate.

⁵ Same rates of wages apply for same type of engines in local (or "turn-around") passenger service, but hours are 8 in 12 a day.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

OPERATION OF TRAINS — Concluded.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			Daily Miles	Daily Hours of Labor
	Per Day	OVERTIME			
		Hour	Mileage Rate (pro rata over 100 miles)		
Firemen, Locomotive — Con.					
<i>Switching.</i>					
Railroads A, B, and C:					
Less than 140,000 pounds,	\$2.50	Reg.	\$0.025	100	10
140,000 pounds and over,	2.60	Reg.	.026	100	10
Mallet engines (regardless of weight),	4.00	Reg.	.04	100	10
Consolidation type engines, 70 tons and over,	2.90	Reg.	.029	100	10
Railroad D,	14.55	Reg.	-	-	9
<i>Hostlers.</i>					
Railroads A, B, and C:					
Hostlers,	2.40	Reg.	-	-	10
Hostlers handling engines between passenger stations, and roundhouses or yards or on main tracks,	3.25	Reg.	-	-	10
Assistants in above work,	2.50	Reg.	-	-	10

¹ Weekly rate.

² First 5 days, 9 hours; 53 hours a week.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

SIGNAL MAINTENANCE SERVICE.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		HOURS OF LABOR ¹		
	Unit	(Paid according to class of service, priority of service, or local conditions)	DAY		Week
			Mon-day to Friday	Satur-day	
Blacksmiths.					
Railroad B,	Day	\$3.10	10	8	58
Clerks.					
Railroad C,	Week	\$7.50-23.00	8	5	45
Draftsmen (Head).					
Railroad C,	Week	\$21.00	8	5	45
Electricians.					
Railroad A: ^a					
Interlocking,	Day	2.62½	10	10	60
Linemen, chief,	Day	2.88½	10	10	60
Linemen, telephone,	Day	3.09	10	10	70
Wiremen, chief, signal,	Day	3.37, 3.09	10	10	70
Railroad B (wiremen),	Day	\$2.85	10	8	58
Railroad C:					
Circuit designers,	Week	25.30	9	9	54
Linemen, ^b	Day	3.15, 3.07	9	9	54
Linemen,	Week	27.50	10	10	60
Wiremen, ^c	Day	3.57, 3.31	9	9	54
Railroad D (first class),	Week	16.50	9	8	53
Railroad D (second class),	Week	15.00	9	8	53
Foremen.					
Railroad A (interlocking),	Day	\$3.37	10	10	70
Railroad A (signal),	Day	\$3.37	10	10	70
Railroad B (foremen),	Week	\$25.20	10	10	60
Railroad B (foremen, general),	Week	\$30.00	10	10	60

¹ Overtime rates are as follows: —

Railroad A. — Regular maintenance men having large plants or sections are paid for 7 days a week, but work only 8 hours on Sunday. Construction men work 6 days a week and are paid time and one-half for all overtime. When regular maintenance men work with construction men on Sundays, during extensive repairs, they receive time and one-half.

Railroad B. — Time and one-quarter is paid for overtime on Sundays, July Fourth, Labor Day, Thanksgiving Day, and Christmas Day up to 6 P.M.; time and one-half thereafter. On other days regular rate is paid up to 8 P.M.; and time and one-half thereafter. When called out at night, time and one-half is paid.

On Railroad B the hours of labor were changed in June, 1917; for 6-day men, 9¼ hours on 5 days and 8 hours on Saturday; for 7-day men the same hours on 6 days and 8 hours on Sunday; all to be paid for 10 hours a day, and all overtime at the rate of time and one-half.

Railroad C. — Regular maintenance men are paid time and one-half for all emergency work due to conditions over which they have no control, such as accidents, breakages, or climatic conditions. Construction men are paid time and one-half for all overtime.

Railroad D. — Overtime is paid for as time and one-half.

^a Rate was increased 5 per cent in June, 1917.

^b Minimum was increased to \$8.10 a week on June 2, 1917.

^c Rate was increased on May 19, 1917.

^d Rates were increased 5 per cent on March 31, 1917.

^e Rates were increased in June, 1917.

^f Rates were increased 5 per cent in June, 1917.

^g Rate was increased 5 per cent on March 31, 1917.

^h Rate was increased \$1.75 a week on June 22, 1917.

TABLE 16. STEAM RAILROAD SERVICE—CONTINUED.

SIGNAL MAINTENANCE SERVICE—Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		HOURS OF LABOR		
	Unit	(Paid according to class of service, priority of service, or local conditions)	DAY		Week
			Mon-day to Friday	Satur-day	
Foremen — Con.					
Railroad C:					
Foremen (Boston),	Day	\$3.62	9	9	54
Foremen (outside of Boston),	Day	\$3.31	9	9	54
Foremen, electrical, ¹	Day	3.62, 3.31	9	9	54
Foremen, general,	Week	\$27.77	10	10	60
Foremen, line,	Week	30.50	10	10	60
Railroad D,	Week	23.00	9	8	53
Foremen, Assistant.					
Railroad A (interlocking),	Day	\$3.25½	10	10	70
Railroad A (signal),	Day	\$3.09	10	10	70
Railroad B,	Week	\$23.10	10	10	60
Railroad C,	Day	\$3.31	9	9	54
Groundmen.					
Railroad C,	Day	\$2.10	10	10	60
Helpers.					
Railroad A, ⁷	Day	2.10, 2.00	10	10	70
Railroad A (mechanical and electrical),	Day	\$2.36½	10	10	60
Railroad B, ⁸	Day	2.50, 2.26, 2.00	10	8	58
Railroad C:					
Helpers, ⁹	Day	2.05, 1.95	10	10	60
Helpers, general,	Day	\$2.20	10	10	60
Helpers, tower,	Day	\$2.67	8	8	56
Lampmen.					
Railroad C (arc light trimmers),	Day	\$2.47	9	9	54
Railroad C (tower),	Day	\$1.90	10	10	60
Machinists, Signal.					
Railroad A,	Day	\$3.41½	10	10	70
Maintainers.					
Railroad A, ⁷	Day	3.20, 2.99½	10	10	70
Railroad A (interlocking),	Day	\$2.78½	12	12	84
Railroads A and B (Boston Terminal Division),	Day	\$3.50, 3.25, 3.00, 2.75, 2.50, 2.25, 2.00	8	8	56
Railroad B, ¹²	Day	3.35, 3.10, 2.85	10	8	58
Railroad B, ¹³	Day	3.10, 2.85	10	8	58

¹ Rate was increased 5 per cent in June, 1917.² Rates were increased in June, 1917.³ Rate was increased 5 per cent on March 31, 1917.⁴ Rate was increased \$1.75 a week on June 22, 1917.⁵ Rate was increased to \$3.90 a day in June, 1917.⁶ Rate was increased 5 per cent in April, 1917.⁷ Rates were increased 5 per cent on March 31, 1917.⁸ In April, 1917, one rating of \$2.10 a day was established.⁹ Rate was increased 10 per cent in June, 1917, for tower helpers, and in April, 1917, for tower lampmen.¹⁰ One day off, alternate weeks, with pay.¹¹ One new rate of \$3.75 a day was established in May, 1917.¹² Rates were increased 20 cents a day on June 8, 1917.¹³ Rates were increased 15 cents a day on June 8, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

SIGNAL MAINTENANCE SERVICE — Concluded.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		HOURS OF LABOR		
	Unit	(Paid according to class of service, priority of service, or local conditions)	DAY		Week
			Mon-day to Friday	Satur-day	
Maintainers — Con.					
Railroad C:					
Electric light, ¹	Day	\$3.31, 2.78	9	9	54
Mechanical,	Day	*2.78	9	9	54
Signal,	Day	*3.04	10	10	60
Maintainers, Assistant.					
Railroad A,	Day	*2.67½	10	10	70
Railroad B,	Day	*2.50	10	8	58
Railroad C (signal),	Day	*2.52	10	10	60
Mechanics.					
Railroad A (interlocking),	Day	*3.09	10	10	60
Railroad A (signal),	Day	*2.80½	10	10	60
Repairmen.					
Railroad C (tower),	Day	*3.59	9	9	54
Signalmen.					
Railroad C:					
Signalmen,	Day	*2.52	10	10	60
Signalmen, general,	Day	*2.78	10	10	60
Signalmen, universal, ¹	Day	3.31, 3.04	10	10	60
Supervisors,	Week	*28.75	9	9	54
Supervisors, assistant,	Week	*19.86	9	9	54
Switchfitters.					
Railroad B, ⁷	Day	3.10, 2.85	10	8	58
Railroad B (chief),	Day	*3.35	10	8	58
Switchmen (Groundmen).					
Railroads A and B (Boston Terminal Division),	Day	2.96, 2.88, 2.80	8	8	56

¹ Rates were increased 5 per cent in June, 1917.² Rate was increased approximately 5 per cent in June, 1917.³ Rate was increased 5 per cent on March 31, 1917.⁴ Rate was increased 15 cents a day in June, 1917.⁵ Rate was increased to \$3.67 in June, 1917.⁶ Rate was increased in March, 1917.⁷ Rates were increased 15 cents a day on June 8, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

STATION AND FERRY SERVICE.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		HOURS OF LABOR	
	Unit	(Paid according to class of service, priority of service, or local conditions)	Day	Week
Baggagemasters.				
Railroads A and B (Boston), ¹	Week	\$26.00, 25.00	10	70
Railroad C (Boston),	Day	\$3.40	-	-
Railroad D (Boston),	Week	15.00, 13.50, 12.50	-	-
Railroad D (way stations),	Week	12.00, 11.00	-	-
Baggagemasters, Assistant.				
Railroads A and B (foremen, Boston),	Day	\$2.95	10	{ 60 70
Railroads A and B (assistant foremen, Boston),	Day	\$2.65	10	{ 60 70
Railroad C (assistant foremen, Boston),	Day	\$3.20	-	-
Baggagemen.				
Railroads A and B (Boston),	Day	2.25, 2.10, 1.90, 1.75	-	-
Railroad C (Boston),	Day	\$2.41	-	-
Baggagemen (Boardmen and Valise Room Men).				
Railroads A and B (Boston),	Day	\$2.25	10	{ 60 70
Railroad C (Boston),	Day	\$2.78	-	-
Baggagemen (Checkmen).				
Railroad A (outside of Boston),	Day	2.53	10	{ 60 70
Railroads A and B (Boston),	Day	\$2.65	10	{ 60 70
Railroad C (Boston),	Day	\$2.78	-	-
Baggagemen (Mail Porters).				
Railroad C (Boston),	Day	\$2.68	-	-
Baggagemen (Parcel Clerks).				
Railroads A and B (Boston),	Day	\$2.10	10	{ 60 70
Baggagemen (Porters).				
Railroads A and B (Boston), ⁷	Day	2.25, 1.95, 1.85, 1.75	10	{ 60 70
Railroad D,	Week	13.50, 11.20, 10.50	9	53
Baggagemen (Shippers).				
Railroad A (outside of Boston),	Day	2.29	10	{ 60 70
Railroads A and B (Boston),	Day	\$2.65	10	{ 60 70
Railroad C (Boston),	Day	\$2.80	-	-
Cashiers and Operators.				
Railroad C,	Day	2.95, 2.65	-	-

¹ Rates were increased on May 5, 1917, to \$28 and \$26, respectively.

² Rate was increased approximately 10 per cent on June 2, 1917.

³ Rate was increased 15 cents a day on May 5, 1917.

⁴ Two rates, \$3.46 and \$3.35 a day, went into effect on June 2, 1917.

⁵ Rate was increased 15 cents a day on June 2, 1917.

⁶ Rate was increased to \$2.80 a day in May, 1917.

⁷ Two rates, \$2.40 and \$2.25 a day, went into effect on May 5, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

STATION AND FERRY SERVICE — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		HOURS OF LABOR	
	Unit	(Paid according to class of service, priority of service, or local conditions).	Day	Week
Cleaners.				
Railroads A and B (Boston), ¹	Day	\$2.00, 1.90; 1.60	10	70
Railroads A and B (Boston), . . .	Day	² 1.90, 1.75	9	63
Railroads A and B (Boston, women), . .	Day	³ 1.40	10	70
Railroad C (foremen),	Day	2.52	-	-
Railroad C (men),	Day	2.10	-	-
Railroad C (women),	Day	1.52	9	54
Clerks (Baggage).				
Railroad A,	Day	2.17	9	-
Railroad B, ⁴	Day	2.12, 2.05	9	-
Railroad C,	Day	⁴ 2.12	9	-
Clerks and Operators.				
Railroad B, ⁵	Week	13.00, 17.50, 17.30, 16.95, 16.50, 16.00	8	-
Railroad B, ⁵	Week	18.50, 18.00, 17.25, 17.15, 17.00, 16.75, 16.50, 16.00, 15.75, 15.50, 15.00	9	-
Railroad B, ⁵	Week	15.50, 16.00, 14.00	10	-
Railroad B, ⁵	Week	19.00, 18.50, 17.50, 17.15, 17.00, 16.50, 16.00, 15.70, 15.50, 15.00, 14.50, 14.00	12	-
Railroad C,	Day	3.05, 2.90, 2.80, 2.75, 2.70, 2.65, 2.61 $\frac{1}{4}$, 2.60, 2.55, 2.50, 2.45, 2.40, 2.35, 1.45	-	-
Coal Handlers.				
Railroad D,	Week	12.90	9	53
Crossing Tenders and Gatemen.				
Railroads A and B (Boston),	Day	⁶ 2.65	9	63
Railroad C (outside of Boston), ⁶	Day	1.70-2.15	-	-
Railroad C (head, Boston),	Day	3.57	10	70
Railroad C (Boston),	Day	2.78	10	70
Railroad D,	Week	12.85	9	63
Deck Hands.				
Railroad D (1st class),	Week	16.00	9	53
Railroad D (2d class),	Week	15.00	9	53
Drop Tenders.				
Railroad D,	Week	15.00	-	-
Elevatormen, Passenger.				
Railroads A and B (Boston),	Day	⁶ 1.85, 1.50	10	70
Engineers, Marine.				
Railroad D,	Week	30.00	9	53
Firemen.				
Railroad D,	Week	16.45	9	53

¹ Rates were increased on May 5, 1917, to \$2.20, \$2.10 and \$2.00, respectively.² Rate was increased 10 cents a day on May 5, 1917.³ Rates were increased approximately 10 per cent on January 2, 1917.⁴ Three rates, \$3.40, \$2.93, and \$2.83 a day, went into effect on June 2, 1917.⁵ Rate was increased 15 cents a day on May 5, 1917.⁶ Rates were increased 10 cents a day on June 2, 1917.

TABLE 16. STEAM RAILROAD SERVICE—CONTINUED.

STATION AND FERRY SERVICE—Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		HOURS OF LABOR	
	Unit	(Paid according to class of service, priority of service, or local conditions)	Day	Week
Freight Agents.				
Railroad B,	Week	¹ \$18.75	9	—
Railroad B, ²	Week	23.10, 21.00, 19.00, 18.00, 17.00	12	—
Freight Agents and Operators.				
Railroad B, ²	Week	25.00, 24.00, 22.00, 20.00	12	—
Freight Checkers.				
Railroad A (Boston),	Day	2.80	10	60
Railroad A (outside of Boston),	Day	2.53	10	60
Railroad B (Boston),	Day	³ 2.65	10	60
Railroad C (Boston),	Day	⁴ 2.82	10	60
Railroad C (outside of Boston),	Day	⁵ 2.41	10	60
Freight Deliverers.				
Railroad A (Boston),	Day	⁶ 2.60	10	—
Railroad A (outside of Boston),	Day	⁶ 2.29	10	60
Railroad B (Boston),	Day	⁷ 2.45	10	60
Railroad C (Boston),	Day	⁸ 2.82	10	—
Railroad C (outside of Boston),	Day	⁸ 2.38	10	60
Freight Handlers.				
Railroad A (Boston),	Day	⁹ 2.42	10	—
Railroad B,	Day	¹⁰ 2.30	10	60
Railroad C,	Day	¹¹ 2.30	10	—
Freight Laborers.				
Railroad A (Boston),	Day	⁹ 2.30	10	60
Railroad A (outside of Boston),	Day	¹² 2.05	10	60
Railroad C (longshoremen, outside of Boston), ¹³	Day	1.95, 1.70	10	60
Freight Receivers.				
Railroad A (Boston), ¹⁴	Day	2.59, 2.75	10	60
Railroad A (outside of Boston),	Day	⁶ 2.29	10	60
Railroad B (Boston),	Day	¹⁵ 2.55	10	60
Railroad C (Boston),	Day	⁶ 2.62	10	60

¹ Rate was increased approximately 10 per cent on January 2, 1917.² Rates were increased approximately 10 per cent on January 2, 1917.³ Rate was increased to \$3 a day on April 19, 1917.⁴ Rate was increased to \$3 a day on June 1, 1917.⁵ Rate was increased 5 per cent on June 1, 1917.⁶ Rate was increased 5 per cent on March 31, 1917.⁷ Rate was increased to \$2.80 a day in May, 1917.⁸ Rate was increased to \$2.45 a day on June 2, 1917.⁹ Rate was increased to \$2.50 a day on March 31, 1917.¹⁰ Rate was increased 5 per cent on May 3, 1917.¹¹ Rate was increased to \$2.50 a day on June 2, 1917.¹² Rate was increased 10 cents a day on March 31, 1917.¹³ On June 2, 1917, a minimum rate of \$2.15 a day was established for new employees and \$2.25 a day for employees already in the service and for all employees after 78 days of service.¹⁴ Rates were increased 7 cents a day on March 31, 1917.¹⁵ Rate was increased to \$2.90 a day on May 19, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

STATION AND FERRY SERVICE — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		HOURS OF LABOR	
	Unit	(Paid according to class of service, priority of service, or local conditions)	Day	Week
Guides.				
Railroads A and B (Boston),	Day	¹ \$2.65	9	63
Mail Carriers.				
Railroad C, ²	Day	1.65-1.90	-	-
Matrons.				
Railroad D,	Week	8.50, 8.25	8	48
Oilers, Ferry.				
Railroad D,	Week	11.00	9	53
Pilots.				
Railroad D,	Week	31.15	9	53
Railroad D (relief pilots),	Week	23.05	-	-
Station Agents.				
Railroad A, ³	Day	3.74, 3.40, 3.18, 3.13, 2.92, 2.83, 2.65, 2.55, 2.54, 2.49, 2.45, 2.39, 2.27, 2.17, 2.12, 1.98, 1.96, 1.91, 1.86, 1.82, 1.80, 1.70	9- 13	63- 91
Railroad A (relief),	Day	⁴ 3.49		
Railroad B, ⁵	Week	23.10, 22.50, 21.00, 20.50, 20.00, 19.00, 18.50, 18.00, 17.50, 17.00, 16.50, 16.00, 15.50, 15.25, 15.00, 14.50, 14.00, 13.50, 13.25, 13.00, 12.00, 11.25, 11.00, 10.50, 10.00, 9.00, 8.50	12	-
Railroad B (relief),	Week	⁶ 23.10	-	-
Railroad C,	Day	3.95, 3.90, 3.75, 3.74, 3.70, 3.65, 3.55, 3.50, 3.45, 3.40, 3.35, 3.30, 3.20, 3.15, 3.10, 2.95, 2.85, 2.75, 2.70, 2.65, 2.60, 2.55, 2.50, 2.40, 2.35, 2.30, 2.25, 2.20, 2.10	-	-
Railroad D (Boston),	Week	23.00	9	53
Railroad D (way stations),	Week	15.00, 14.50, 13.50, 13.00	9	53
Station Agents and Operators.				
Railroad B, ⁶	Week	21.00, 17.50, 17.00, 16.50	9	-
Railroad B, ⁶	Week	23.10, 22.50, 22.00, 21.00, 19.50, 19.00, 18.50, 18.00, 17.50, 17.00, 16.50, 16.30, 16.25, 16.00, 15.50, 15.00	12	-
Railroad B (relief),	Week	⁶ 23.10	-	-
Railroad C,	Day	3.95, 3.80, 3.70, 3.65, 3.60, 3.45, 3.40, 3.35, 3.25, 3.20, 3.15, 3.10, 3.05, 3.00, 2.95, 2.90, 2.85, 2.80, 2.75, 2.70, 2.65, 2.60, 2.55, 2.50, 2.45, 2.40, 2.35, 2.30	-	-
Station Agents and Operators, Assistant.				
Railroad B,	Week	⁶ 16.00	9	-
Railroad B,	Week	⁶ 19.00	12	-
Railroad C,	Day	2.70	-	-

¹ Rate was increased 15 cents a day on May 5, 1917.² Rates were increased 5 per cent on June 2, 1917.³ Rates were increased 5 per cent on March 31, 1917.⁴ Rate was increased 5 per cent on March 31, 1917.⁵ Rates were increased approximately 10 per cent on January 2, 1917.⁶ Rate was increased approximately 10 per cent on January 2, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

STATION AND FERRY SERVICE — Concluded.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		HOURS OF LABOR	
	Unit	(Paid according to class of service, priority of service, or local conditions)	Day	Week
Telegraph Operators.¹				
Railroad A, ²	Day	\$3.02, 2.99, 2.76, 2.65, 2.55, 2.49, 2.44, 2.39, 2.33, 2.27, 2.12	-	-
Railroad B, ³	Week	21.00, 17.50, 16.50	8	-
Railroad B,	Week	⁴ 15.25	10	-
Railroad B,	Week	⁴ 13.65	12	-
Railroad C,	Day	3.25, 3.20, 2.90, 2.85, 2.75, 2.70, 2.65, 2.60, 2.55, 2.50, 2.45, 2.40, 2.35	-	-
Ticket Agents.				
Railroad A, ²	Week	25.18, 23.22, 20.14, 19.61	12	-
Railroad C,	Day	3.35, 3.20, 3.10, 3.05, 2.95, 2.90, 2.85, 2.70, 2.60, 2.05	10	70
Railroad C,	Week	27.85, 26.70	10	70
Railroad D,	Week	23.00, 18.15, 17.00, 14.00, 13.00, 12.00, 9.00	-	-
Ticket Agents, Assistant.				
Railroad C,	Day	2.85, 2.80, 2.75, 2.65, 2.60, 2.55, 2.50, 2.36, 2.35	10	70
Ticket Agents and Operators.				
Railroad B, ³	Week	17.75, 17.50, 17.25, 16.00	9	-
Railroad B, ³	Week	22.00, 20.50, 18.50, 18.00, 17.50, 16.50, 16.00, 15.00	12	-
Railroad C,	Day	3.20, 3.10, 2.95, 2.90, 2.85, 2.80, 2.70, 2.65, 2.60, 2.50, 2.45, 2.35	10	70
Railroad C,	Week	20.70	10	70
Ticket Agents and Operators, Assistant.				
Railroad C,	Day	2.85, 2.75, 2.60, 2.55, 2.50, 2.45, 2.40, 2.35, 2.30	10	70
Ticket Clerks.				
Railroad B,	Week	⁴ 16.50	9	-
Ticket Clerks and Operators.				
Railroad B, ³	Week	18.00, 17.50, 17.00, 16.00, 15.75	9	-
Railroad B,	Week	⁴ 16.00	10	-
Railroad B, ³	Week	17.00, 16.50, 14.00	12	-
Ticket Sellers.				
Railroads A and B (Boston), ⁵	Week	26.60, 23.05, 22.40, 21.00, 19.25, 17.30, 15.75, 14.00	-	63
Railroad C,	Day	3.45, 3.20	10	70
Railroad C,	Week	16.35	10	70
Watchmen.				
Railroad C (Boston),	Day	2.41, 2.30, 2.26, 2.25, 2.15, 1.99, 1.94	10	70
Railroad C (outside of Boston),	Day	2.26, 2.15, 2.10, 2.05, 1.99, 1.94, 1.84, 1.82	12	84

¹ In many cases telegraph operators work in 3 tricks of 8 hours each; in a few cases 2 tricks of 12 hours each, or 4 tricks of 6 hours each. Rates paid employees in a specific group of tricks are not always uniform.

² Rates were increased 5 per cent on March 31, 1917.

³ Rates were increased approximately 10 per cent on January 2, 1917.

⁴ Rate was increased approximately 10 per cent on January 2, 1917.

⁵ One new rate of \$28 a week went into effect on May 5, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

SWITCH TOWER SERVICE.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES PER WEEK		Daily Hours of Labor ¹
	Unit	(Paid according to class of service, priority of service, or conditions in different locations in State)	
Agents, Operators, and Towermen.			
Railroad B, ²	Week	\$18.25, 17.80	9
Railroad B,	Week	*17.00	12
Announcers.			
Boston (Terminal Division),	Day	2.65, 2.50	8
Car Distributors.			
Railroad B,	Week	*24.50	-
Clerks, Operators, and Towermen.			
Railroad B,	Week	*17.30	9
Levermen or Helpers.			
Boston (Terminal Division),	Day	3.80	8
Railroad A, ⁴	Day	2.76, 2.61	8
Railroad B, ²	Week	19.35, 19.25, 18.10, 17.60, *16.50, *16.25, *15.30	8
Railroad C, ⁶	Day	3.67, 3.37, 3.27, 3.22, 2.82, 2.77	8
Railroad C (relief),	Day	*2.92	8
Levermen, Head.			
Railroad B,	Week	*20.00	8
Sheetmen.			
Railroad C,	Day	*2.92	8
Railroad C (Terminal, clerks and sheetmen),	Day	*3.02	8
Switchmen.			
Railroad A (groundmen),	Day	*2.47	12
Switchmen and Telegraph Operators.			
Railroad B,	Week	*16.50	12
Railroad C,	Day	*2.35	12
Railroad C (day), ⁶	Day	2.25, 2.20	12
Railroad C (night), ⁶	Day	2.40, 2.20	12
Telephone Operators.			
Boston (Terminal Division),	Day	2.80	8
Tower Directors.			
Boston (Terminal Division),	Day	4.80	8
Railroad A,	Day	*4.00	8
Railroad B,	Week	*24.50	8
Railroad C, ⁹	Day	4.42, 3.97, 3.67, 3.37, 3.17, 3.07	8
Railroad D,	Week	19.25	10 9

¹ Nearly all towermen work 7 days a week.² Rates were increased approximately 10 per cent on January 2, 1917.³ Rate was increased approximately 10 per cent on January 2, 1917.⁴ Rates were increased 5 per cent on March 31, 1917.⁵ Work 6 days.⁶ Rates were increased 25 cents a day on June 1, 1917.⁷ Rate was increased 25 cents a day on June 1, 1917.⁸ Rate was increased 5 per cent on March 31, 1917.⁹ Includes foremen and director levermen; rates were increased 25 cents a day on June 1, 1917.¹⁰ Work 53 hours a week, 8 hours on Saturday.

TABLE 16. STEAM RAILROAD SERVICE — CONCLUDED.

SWITCH TOWER SERVICE — Concluded.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES PER WEEK		Daily Hours of Labor
	Unit	(Paid according to class of service, priority of service, or conditions in different locations in State)	
Towermen.			
Railroad A, ¹	Day	\$3.02, 2.86, 2.76, 2.65, 2.55, 2.44, 2.39	8
Railroad A (relief),	Day	* 3.18	8
Railroad B, ²	Week	21.00, 20.70, 20.50, 20.20, 20.15, 20.00, 19.80, 19.75, 19.70, 19.25, 19.00, 18.75, 18.60, 18.25, 18.10, 18.00, 17.90, 17.80, 17.60, 17.50, 17.35, 17.30, 17.25, 17.20, 17.15, 17.00, 16.25, 16.00	8
Railroad B, ³	Week	18.00, 17.75, 17.00, 16.80	9
Railroad B, ³	Week	19.00, 18.00, 17.60, 17.00, 16.00, 15.50, 15.00	12
Railroad B (relief), ³	Week	21.00, 20.70	-
Railroad C, ⁴	Day	3.17, 3.07, 3.02, 2.97, 2.87, 2.82, 2.77, 2.67, 2.57, 2.47	8
Railroad D,	Week	18.00, 16.35	* 9

¹ Rates were increased 5 per cent on March 31, 1917.

² Rate was increased 5 per cent on March 31, 1917.

³ Rates were increased approximately 10 per cent on January 2, 1917.

⁴ Rates were increased 25 cents a day on June 1, 1917.

⁵ Work 53 hours a week, 8 hours on Saturday.

TABLE 17. STREET AND ELECTRIC RAILWAY SERVICE.

COMPANIES.	YEARS OF SERVICE AND RATES PER HOUR						
	1st 6 Mos.	2d 6 Mos.	2d Year	3d Year	4th Year	5th Year	6th Year and After
Motormen and Conductors — Surface Lines.							
Bay State St. Ry. Co.,	\$0.26½	\$0.27	\$0.28	\$0.29	\$0.30	\$0.31	\$0.32
Boston Elevated Ry. Co., . . . . .	.28½	.29	.30½	.31	.31½	.32½	.34
Berkshire St. Ry. Co., . . . . .	.24½	.26	.27½	.28½	.30	.30	.30
Boston & Worcester St. Ry. Co., . . . . .	.26	.27	.28	.29	.30	.32	.32
Concord, Maynard & Hudson St. Ry. Co., . . . . .	.25	.25	.26	.27	.28	.29	.30
Connecticut Valley St. Ry. Co., . . . . .	.22½	.23½	.23	.23½	.24	.25	.26
Holyoke St. Ry. Co., . . . . .	.27	.28	.29	.31	.33	.33	.33
Interstate Consolidated St. Ry. Co., . . . . .	.28	.29½	.31	.32	.34	.34	.34
Mass. Northeastern St. Ry. Co., . . . . .	.22½	.23	.24	.25	.26	.27	.28½
Middlesex & Boston St. Ry. Co.,	—	.24	.26	.28	.29	.30	.30
Milford & Uxbridge St. Ry. Co., . . . . .	.26	.27	.28	.29	.30	.32	.32
Milford, Attleboro & Woonsocket St. Ry. Co., . . . . .	.28	.29½	.31	.32	.34	.34	.34
New Bedford & Onset St. Ry. Co., . . . . .	.25	.26	.28	.29	.30	.31	.32
Northampton St. Ry. Co., . . . . .	.25	.25	.26	.27	.28	.29	.30
Northern Mass. St. Ry. Co., . . . . .	.23½	.23½	.24	.24½	.25	.26	.26
Springfield St. Ry. Co., ¹	2.55½	2.70½	2.85½	2.95½	3.10½	3.10½	3.10½
Union St. Ry. Co. (New Bedford), . . . . .	.25	.26	.28	.29	.30	.31	.32
Worcester Consolidated St. Ry. Co., . . . . .	.28	.29½	.31	.32	.34	.34	.34

OCCUPATIONS AND COMPANY.	YEARS OF SERVICE AND RATES PER HOUR					
	1st Year	2d Year	3d Year	4th Year	5th Year	6th Year and After
Brakemen, Rapid Transit Lines.						
Boston Elevated Ry. Co.,	\$0.24	\$0.24½	\$0.25½	\$0.25½	\$0.26½	\$0.26½
Collectors.						
Boston Elevated Ry. Co.,	{ .17 .18	{ .19 .20	.21	.21	.21	.21
Gatemen, Rapid Transit Lines.						
Boston Elevated Ry. Co., . . . . .	.20½	.21½	.22	.22½	.22½	.23
Guards, Rapid Transit Lines.						
Boston Elevated Ry. Co., . . . . .	.27½	.28½	.29	.29½	.30	.30½
Motormen, Rapid Transit Lines.						
Boston Elevated Ry. Co., . . . . .	.32½	.33	.33½	.34½	.35½	.36

¹ Rates per day for 9 hours' work.² Smaller rate paid for first 6 months of the year; larger rate for second 6 months.

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PART III

COLLECTIVE AGREEMENTS

BETWEEN

EMPLOYERS AND LABOR ORGANIZATIONS

IN

MASSACHUSETTS

1916

(ISSUED AS LABOR BULLETIN No. 121)

[III. 1.]

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COLLECTIVE AGREEMENTS

BETWEEN

EMPLOYERS AND LABOR ORGANIZATIONS] IN MASSACHUSETTS, 1916.

I.

GENERAL INTRODUCTION.

1. GENERAL DISCUSSION OF COLLECTIVE AGREEMENTS.

This report, which is similar in general plan to a report¹ issued in 1912, has been prepared for the two-fold purpose of bringing up to date the subject matter of the earlier report and of indicating, in so far as this can be done by statistical comparisons, the extent of the growth, during the past five years, of the practice of adjusting industrial relations between employers and employees through the instrumentality of joint agreements.

It is an established fact that this practice of settling industrial controversies which inevitably arise has proved mutually advantageous to both parties concerned, and that by promoting, in a very large number of cases, the principles of conciliation and arbitration has contributed greatly toward industrial harmony. While the establishment in all trades of a system of collective agreements between employers and employees would not wholly solve the labor problems of the present day, many of which are due rather to a general spirit of "industrial unrest" than to any specific cause, nevertheless the general adoption of such system would undoubtedly result in greatly minimizing friction and in rendering more stable and calculable the conditions under which industry is carried on.

The industrial agreement, in its most serviceable form, tends to establish a recognized medium through which the employer and his workmen may be brought into closer contact. Whenever joint committees consisting of representatives of employers and employees meet to consider working conditions, occasion is provided for discussion of every matter of signifi-

¹ This report, entitled "*Collective Agreements between Employers and Labor Organizations, 1911*," was issued in 1912 as Part III of the Forty-second Annual Report on the Statistics of Labor.

cance and such discussion naturally results in bringing to light a fund of valuable suggestions and tends to promote a better spirit of co-operation. Views of both parties are often considerably modified in the light of facts revealed by comprehensive discussion of existing conditions, and much opportunity for educational influence productive of good results is thereby afforded.

Fundamentally, the actual process by which the general conditions of employment in a particular trade and district are determined by employers and organized labor is a process of bargaining. The employee, having his labor only to sell, seeks to make the best possible bargain with employers for that which he offers; while the employer who must compete with other employers in his particular branch of industry must, necessarily, protect himself against the danger of being underbid by his competitors who may be able to obtain their labor at less cost.

Although the term "collective bargaining" is not commonly used in the United States, it describes quite accurately the practice of adjusting through joint conference the industrial relations between employers and employees as a group, and is therefore used for purposes of discussion in this report as synonymous with the more frequently used terms "joint agreements", "trade agreements", "industrial agreements", and "labor contracts."

The existence of an effective system of collective bargaining in any trade or occupation implies a large measure of organization on the part of both employers and employees. Where organization is very incomplete the value of the agreement is greatly impaired, because the effectiveness of any agreement is determined largely by the ability of each party to enforce its provisions. Not infrequently, however, agreements are little more than concessions by one party to the demands of another party having a stronger organization or otherwise so circumstanced as to be able to bargain more effectively.

Methods of collective bargaining necessarily vary according to the conditions existing in the various trades and localities. The most common method is a purely informal bargaining, in which case representatives of labor organizations meet from time to time with employers to present demands and discuss the general conditions of employment without establishing systematic methods of organization and procedure in these conferences.

More formal collective bargaining renders necessary somewhat systematically conducted conferences between representatives of employers and employees and fairly well recognized procedure in the manner of ne-

gotiating agreements. Some agreements in fact contain a conference clause which provides for meetings of both parties on definitely appointed days of each year, when details which have developed from the workings of the trade agreement are discussed with a view to amicably adjusting any differences which might have arisen and agreeing upon some practical basis for determining future industrial relations.

The value and usefulness of all industrial agreements depend ultimately upon the willingness and ability of both parties to carry out the provisions of their contract. No definite attempt has been made by this Bureau to determine the precise extent of fulfillment of the terms of the various agreements entered into between employers and organized workmen in the State. But there can be no doubt that the moral obligation to observe faithfully the stipulations of an agreement, which has been mutually accepted, is recognized by both parties concerned, although some dissatisfaction with certain features of the contract may occasionally be expressed by both sides. Circumstances which may lead to a repudiation of a joint agreement by either party are usually of a very special character.

In those cases where the literal observance of some particular stipulation contained in an agreement entails extraordinary hardship upon an individual workman affected by the agreement, it is a matter of general practice among labor organizations to use discretionary power to modify the agreement in such manner as these exceptional cases may justify. Such power is sparingly used, however, and the modifications apply to individual cases only.

Not infrequently an agreement provides for its own enforcement, by including among its terms special provisions for the imposition of a fine or some other penalty upon any member of either party violating the terms fixed by the agreement. Provisions of this nature are found more often in agreements made by those unions which have adopted a label or stamp contract with employers. Forfeiture of such a label or stamp is the penalty imposed in case of failure on the part of the employer to observe the requirements of the contract. A somewhat remarkable clause noted in certain agreements is that which provides that the employer who is a party to the contract shall deposit a sum of money or a promissory note as security for the faithful performance of his agreement, and such payment, when made, is generally considered as in lieu of damages and not as a penalty.

The subjects dealt with in industrial agreements are many and varied, but the parties in negotiating such agreements are usually actuated by much the same motives, namely: They seek to establish and maintain

a minimum rate of wages; to secure improved working conditions and equality of treatment for all workers; and to prevent labor disturbances through the peaceful adjustment of any grievances which may arise.

2. SCOPE AND METHOD OF THE REPORT.

This investigation into the subject of collective agreements, through the medium of which the principal terms governing labor are fixed by the joint action of employers and organized workmen in the different industries in the State, was made under the general provisions of the law prescribing the duties of this Bureau. An endeavor has been made to present in this report the principal statistical facts together with an analysis of the principal subjects dealt with in those agreements which were found to be in effect in the State on July 1, 1916.¹ Schedules of inquiry² were sent to 1,405 labor organizations, and returns were received from 1,354 of these organizations. In those instances where the information received through correspondence was incomplete, the necessary additional data have been secured through personal interviews made by our agents with officials of the organizations concerned.

In this report several different forms of trade agreements have been considered and these may be briefly described in this connection. Usually the results of negotiations conducted with a view to regulating conditions of employment in the various trades and industries are set forth in a written form which serves as evidence of the obligations undertaken by both employers and employees. Such documents are ordinarily signed by both parties concerned or by their duly accredited representatives.

In certain instances, however, conditions of labor are not determined by joint conference, but take the form of "working rules" drawn up by a labor organization — almost invariably unions of strong organization — and submitted to the employers of its members. Such rules, if approved, are frequently accepted without the signatures of the employers. Although agreements of this type are formulated by only one party thereto, it is nevertheless true that they are, at least tacitly, accepted by employers who agree to abide by the uniform union scale and rules which the union may adopt for its locality.

On the other hand, it is the custom of many large corporations, such as steam railroad companies, to issue from time to time printed "Rules and Rates of Pay" applicable to employees in the various branches of service, showing the rates of pay, hours of labor, and other conditions of employ-

¹ Where it has been brought to the notice of the Bureau that certain agreements were superseded by later agreements, the information as of the later date has been supplied.

² For specimen of schedule used in the collection of these statistics see p. 224.

ment. These printed rules are, in nearly all cases, jointly signed by representatives of the employees covered by the agreement.

A few unions maintain standard wage scales through the so-called by-law method, in accordance with which any member violating rules regulating wages and hours of labor contained in the by-laws of the organization to which he belongs is subject to such penalty as the union may impose. As these rules are not, strictly speaking, joint agreements between employers and employees (although they may be observed by employers) they have not, except in a few cases, been considered in this report, notwithstanding the fact that a union that is strong enough to use this method in establishing a definite wage scale in a particular trade might be able, if it so desired, to induce the employers to sign an agreement incorporating these same conditions.

Each organization having collective agreements with employers was requested to send to the Bureau a copy of its latest agreement, and in most instances such copies were received and have served as the documentary basis of this study.

Part III contains the text in full or selected portions of the text of 63 agreements which have been selected as illustrations of representative forms of agreements in effect in the various trades and industries of the State.

3. SUMMARY OF PRINCIPAL DATA.

In this section of the report the principal data obtained in connection with the present inquiry are summarized, and comparisons are made with corresponding data obtained in connection with a similar inquiry made in 1911. The comparative data for the two inquiries are presented in the following table:

Number and Membership of Local Trade Unions in Massachusetts Reporting with Reference to Collective Agreements with Employers in 1911 and 1916.

CLASSIFICATION.	NUMBERS		PERCENTAGES	
	1911	1916	1911	1916
Unions Reporting.	1,226	1,354	100.0	100.0
Having written agreements,	530	764	43.2	56.4
Having verbal agreements,	42	67	3.4	5.0
Having no agreements,	654	523	53.4	38.6
Membership of Unions Reporting.	185,414	229,590	100.0	100.0
Having written agreements,	105,478	171,311	56.9	71.5
Having verbal agreements,	7,761	10,390	4.2	4.3
Having no agreements,	72,175	57,870	38.9	24.2

¹ The total membership of 1,223 local trade unions known to be in existence at the close of 1911 was 191,033. Of these 1,223 unions, 56, with an aggregate membership of 5,624, failed to answer the inquiries relative to collective agreements.

² The total membership of 1,405 local trade unions known to be in existence on June 30, 1916 (the date as of which this inquiry was made) was 243,626. Of these 1,405 unions, 51, with an aggregate membership of 4,046, failed to answer the inquiries relative to collective agreements.

Although it will be observed on referring to the above table that by no means all of the labor organizations in Massachusetts have entered into trade agreements with employers, yet there has been considerable progress in this respect during the period, 1911 to 1916.

Number of Unions. Of the 1,354 unions reporting in 1916, 764, or 56.4 per cent, had *written* agreements with employers, whereas in 1911, out of 1,226 unions reporting, only 530, or 43.2 per cent, had such agreements; likewise there was an increase in the number and proportion of unions having *verbal* agreements, from 42 unions, or 3.4 per cent, in 1911, to 67 unions, or 5.0 per cent, in 1916. The number of unions reporting that they had no trade agreements with employers, either written or verbal, in 1916 was 523, or 38.6 per cent, as compared with 654, or 53.4 per cent in 1911.

Membership of Unions. While the facts with reference to the number of unions having trade agreements with employers are important the facts with reference to the membership of these unions are of even greater significance. The membership of the 764 unions reported as having *written* agreements with employers in 1916 was 171,311, or 71.5 per cent of the aggregate membership of all unions reporting, whereas in 1911 the membership of the 530 unions reported as having such agreements with employers was 105,478, or only 56.9 per cent of aggregate membership of all unions then reporting. There was some increase in membership of the unions reported as having verbal agreements with employers in 1916 as compared with the corresponding membership in 1911, but the percentage of the aggregate membership of all unions reporting was practically the same for both inquiries, namely, 4.3 per cent in 1916, and 4.2 per cent in 1911. It was impossible to ascertain the exact number of members in each organization who were working under the conditions prescribed by the agreement which it had adopted, but usually such provisions were applicable to the entire membership. On the other hand, in some unions the proportion of the membership subject to the provisions of the agreement was undoubtedly small. Nevertheless the data with reference to membership given may be taken as approximately near the actual numbers of members affected by the agreements reported.

Proportion of Employers having Agreements. The data obtained in this inquiry have been tabulated so as to show the proportion of employers¹ within the jurisdiction of the respective unions which have entered into agreements with labor organizations. Of the 764 unions reported as having *written* agreements with employers, 418, or 54.7 per cent, had such agreements with all employers within their jurisdiction; 238, or 31.1 per cent, reported that *more than one-half* of the employers had accepted the agreement of their trade, while 108, or 14.2 per cent, had agreements with *one-half or less than one-half* of the number of employers within their jurisdiction.

Unorganized Employers Affected. In compiling statistics of this character it was impossible to ascertain, with any degree of accuracy, the number of unorganized employees who were affected by agreements which had been entered into by organized workmen and their employers. Without question there are many workmen who are not members of any labor organization but who are affected by the negotiations between organized workmen and individual employers or associations representing them. Thus, in the various occupations of steam railroad employees, it is the

¹ For purposes of this inquiry each partnership, firm, company, etc., has been considered as a single employer.

practice of the several railroad systems to publish "Rules and Rates of Pay" which are applicable not only to organized employees but also to those not organized, no discrimination whatever being observed. Nor is the policy of establishing wages and other conditions throughout a particular occupation uncommon; in fact, it is generally true that scales of wages and trade rules which have become effective as a result of negotiations between employers and organized employees become applicable not only to the members of the organization but, equally as well, to those workmen in the trade who are not members.

In any consideration of the statistics of collective agreements it should of course be borne in mind that, while many unions may not have signed agreements with employers, it does not follow that the members of these unions are not working under conditions which have been established mainly through the efforts of the organizations.

II.

THE SUBJECT MATTER OF COLLECTIVE AGREEMENTS.

1. INTRODUCTORY.

Collective agreements vary both as to their nature and contents, principally because the special terms of the various agreements are naturally determined by the conditions existing in the various trades, but in general it may be said that there is a marked similarity in the phraseology of the more usual provisions incorporated in all agreements. The principal provisions commonly found in collective agreements deal in somewhat elaborate detail with the subject of wages, hours of labor, apprenticeship, arbitration, union shop, union label, and, in certain trades, standards of industrial sanitation. These various subjects will be discussed briefly in the succeeding pages. In Table IV, on pages 212 to 233, the subject matter of the agreements there listed is indicated in the last column of the table.

2. WAGES.

A provision which is extensively made a subject of union bargaining relates to the establishment of a minimum wage for the workers in the various trades. Sooner or later almost every labor organization directs its efforts toward securing and maintaining a minimum wage for its members. A minimum rate is generally understood to mean the lowest rate of wages which a workman, who has completed his training and has been rated as a journeyman in his particular craft, is allowed by his union to receive. Members of unions may receive more than the minimum rate, but for a member to work for less, unless specifically exempted by the union, would be a violation of the union rules.

The general union policy is to establish a specific minimum rate for each group of workmen having well-defined qualifications or skill. It is customary for those unions which have adopted rules regulating an apprenticeship system to fix, by joint agreement, the wages to be paid apprentices during each year of service. Arrangements are also made that "helpers", as distinguished from "apprentices", shall receive increases in wages as their skill increases.

Certain unions provide in their agreements for a commission to be paid to journeymen in addition to the minimum rate. The wage system usually followed by the barbers' unions has, for instance, both a minimum and a differential feature. The rates fixed include a minimum wage and a defi-

nite share of all the money that the journeyman takes in over a certain amount.

In adopting any minimum rate the question of the basic system of payment reduces itself to a choice between time rates and piece rates, and this selection is determined principally by the nature of the product of the industry concerned, and by the attitude of both the employers and the unions toward the two systems of payment. Each industry uses the method best adapted to its needs.

In most of the industries the time method of paying wages is generally adopted. This system provides for a uniform wage, measured by units of working time, without reference to the amount of work performed. The usual basis of time wages is by the hour, day, week, and, occasionally, by the month. In some industries and trades, such as the boot and shoe and textile industries and the garment trades, the payment of compensation is usually on a piece-rate basis, that is, the wages paid are proportional to individual output, but, even in these industries and trades where the piece-rate basis predominates, minimum time rates have been established in certain branches of work. In those branches of steam railway service in which the employees are engaged in the operation of trains (engineers, firemen, conductors, and trainmen) there exists a system of payment which is a combination of a time-rate and a piece-rate system, in accordance with which the employees are paid definite "mileage rates", and are guaranteed payment for a specified minimum number of miles a day.

An interesting feature of wage regulation, but one rarely made a matter of agreement between a labor organization and an employer, relates to the arrangement of definitely regulating wage rates upon the profits of the business concerned. In accordance with such a provision a company may agree that a certain increase in rates shall be contingent upon the amount of dividends paid upon its stock during a specified period of time.¹

3. HOURS OF LABOR.

Where payment for work is on the time-rate basis it is usually customary in agreements to state the number of hours of work to be performed each day, and almost invariably provision is made for the payment of a rate of wages for overtime higher than the ordinary rate paid, the rate usually being expressed in terms of the rate of pay for work done in normal hours, thus, as "regular time", "time and one-quarter", "time and one-half", or "double time". Occasionally the first hour or two of over-

¹ See agreement between the Boston Elevated Railway Company and Street and Electric Railway Employees' Union, p. 197.

time is paid for at the ordinary rate and the higher rate for overtime does not become effective until after a certain number of hours shall have been worked. Work performed on Sundays or holidays is generally paid for as overtime, in some cases as "time and one-quarter" or "time and one-half", but more frequently as "double time", it being the intent in most cases to discourage the employment of workmen on these days. Where piece rates are paid the payment of additional remuneration for work performed after the close of the regular working day is by no means uncommon.

In addition to the payment of extra wages for overtime it is frequently provided in agreements that a higher rate of remuneration shall be paid to people employed by night than is paid to those employed by day.

4. ARBITRATION.

The provisions relative to arbitration which have been embodied in many collective agreements are interesting and important. In most cases where arbitration is a subject of an agreement the provisions are so comprehensive as to cover nearly all possible controversies which might arise between the parties to the agreement.

The results of this inquiry show that 314 local labor organizations in Massachusetts, with a total membership of 101,311, have, by agreement with employers, adopted the principle of arbitration, and that 121 of these organizations, with a total membership of 45,909, have agreed to refer controversies, which cannot be directly settled by the parties concerned, to the State Board of Conciliation and Arbitration, either as a tribunal of original appeal, or of final appeal in the event of the failure of a local board to effect a prompt settlement of any controversy referred to it. Because of the extent to which the State Board has been designated in these agreements as an arbitral agency, the functions and work of the Board are briefly described in this connection.

The Massachusetts law¹ defining the duties and powers of the State Board of Conciliation and Arbitration requires the Board, when a strike or lockout involving an employer of not less than 25 persons in the same general line of business is threatened or has actually occurred, to offer its services as mediator. In case of failure to effect a settlement or to induce the parties to submit the matter in dispute to arbitration, the Board "shall investigate the cause of such controversy and ascertain which of the parties thereto is mainly responsible or blameworthy for the existence or continuance of the same, and shall, unless a settlement of the controversy is reached, make

¹ Acts of 1909, Chapter 514, Sections 11 to 16, as amended by Acts of 1914, Chapter 681.

and publish a report finding such cause and assigning such responsibility or blame." Provision is also made for the appointment (when so desired by the parties concerned) of a "local board of conciliation and arbitration which may be composed either of three members mutually agreed upon, or a member designated by the employer, a member chosen by the employees, or their duly authorized representative, and a third, who shall be chairman, chosen by those two. Such board shall have exclusive jurisdiction of the controversy submitted to it, but it may ask the advice and assistance of the State Board."

Numerous petitions for the services of the State Board are received during the course of a single year, and usually the awards of the State Board and of the local boards to which controversies may have been referred for settlement are accepted virtually as agreements by the parties concerned. In many cases, prior to reference to a matter in dispute, the parties agree to accept the findings of the State or local boards as final.

The following statement, appearing as a part of the introduction to the report of the State Board for the year 1916, summarizes its work during the year:

The 118 arbitration awards which appear in this report are the Board's response to 134 joint applications, owing to some instances of grouping several cases into a single investigation. Fourteen of the awards were adopted by the Lynn adjustment board and by the parties in interest as the decision of their local board. Forty other joint applications for arbitration which were received at the State House resulted in mutual settlements, pursuant to the Board's advice. Besides the 174 controversies thus disposed of, 7 of which remained from 1915, there are 33 submissions now under consideration. Thirty certificates, determining that the business enterprises represented by 32 petitions were all conducted in a normal and usual manner and to the normal and usual extent, were issued.¹ The 207 arbitration requests, increased by 32 normality petitions, make a total of 239 formal demands for the Board's service during the past year. Moreover, the Board mediated of its own motion in 97 controversies, the parties to which appeared to think that a willingness to negotiate might be deemed a confession of weakness. Seven such cases were investigated with publicity. These 97, with the 239 cases of voluntary resort, make an aggregate of 336 definite labor troubles with which the Board was concerned. Some hundreds of minor difficulties, threats, rumors and reports were also the object of the Board's inquiries, often beyond office hours and far into the night. Holidays and Sundays are frequently given up to the restoration or maintenance of industrial peace.

¹ Chapter 545, Acts of 1912, amending Chapter 445, Acts of 1910, relative to advertising for employees, provides that upon application of the employer, the State Board shall determine whether or not "the business of the employer, in respect to which the strike or lockout occurred, is being carried on in the normal and usual manner and to the normal and usual extent," in other words, whether there has actually ceased to be a strike or lockout.

5. APPRENTICESHIP.

The term "apprenticeship" is generally supposed to represent the time necessary for a person of average ability, under fair conditions, to obtain sufficient instruction in a trade to insure his becoming a thoroughly competent workman entitled to command a journeyman's wages. Strongly organized unions in trades requiring skilled work are usually very insistent that apprenticeship be carefully regulated. The matter is decidedly one of practical importance. As justification of the existence of the system its advocates claim that it insures an adequate supply of well-trained mechanics in a trade and raises the standard of workmanship in the direction of competence and skill in the interests alike of employer and employee, but the opponents of such a system take exception to this claim.

Many labor organizations in seeking to maintain a certain standard of workmanship in their craft have therefore adopted more or less thoroughly worked-out apprenticeship rules and have incorporated in their contracts with employers provisions stating the conditions under which apprentices may be employed. In nearly all cases apprentice agreements stipulate the uniform ratio of apprentices to journeymen which shall be permitted in an establishment; frequently, but not always, fix the maximum and minimum age limits between which an apprentice may begin service; specify the number of years before apprentices may be considered as journeymen; and provide for the scale of wages which shall be paid during the term of apprenticeship. In addition to these more usual features of apprentice agreements, an important provision is found in certain agreements which provides for examinations, at stated intervals, of each apprentice in order to ascertain whether or not he is meeting the necessary requirements established for his craft.

6. UNION SHOP.

From the standpoint of trade unionists the establishment of "union shops" or "closed shops" in a trade or locality is a fundamental policy because the success of an organization in securing trade union conditions is determined primarily by its ability to organize the workmen in the particular craft or trade represented by its members.

An analysis of the agreements containing union shop provisions shows that nearly all of these agreements provide that the shops shall be completely unionized, that is, that the employer shall employ only members in good financial standing in the union, or men who are qualified by train-

ing to join the union and who agree to do so within a stated period of time. The union in return assumes the responsibility of controlling and disciplining its members who are employed in the union shops. Some of these agreements further provide that if the union is unable to furnish competent men the employer may, in case of an emergency, employ non-union workmen until the union can furnish men, provided, however, that such workmen shall first obtain from the union a permit to work for the employer in question.

The inclusion in an agreement of a clause providing for a completely closed shop implies a very strong organization of employees in that locality, and the agreement, while actually signed by the employer, is frequently signed by him with some constraint, and in such cases might not, therefore, be considered as a voluntary agreement; nevertheless, such agreements have been included within the scope of this report.

A "preferential union shop" is one in which the employer agrees to observe union standards as to working conditions, rates of wages, and hours of labor, and, when engaging employees, to give preference of employment to organized workmen.

It is the declared policy of certain labor organizations to unionize the, so-called, "open shop" rather by inducing workers in their craft to enter their union than by bringing pressure to bear upon the employer to discharge non-union men, or to force them to join the union. It is thus the duty of the union alone to see that the men of their craft join the union.

7. TRADE UNION LABELS AND INSIGNIA.

Agreements between employers and employees frequently provide that, in return for the observance of trade union conditions by the employers, the union shall grant them the privilege of using on their product a union label or stamp indicating that the goods manufactured by them were produced under union conditions.

The labels of the typographical unions and of other unions in the printing trades are familiar examples of the various labels in use. The stamps by which the label is imprinted are issued in convenient sizes and at a nominal price by the various local unions or printing trades councils, to local employers who have signed a label contract providing for the observance of union conditions in their offices.

Similarly a union stamp is furnished, free of charge, by the local unions in the boot and shoe industry to manufacturers who have agreed to observe the provisions of the "union stamp contract." The stamp is the property of the union and may be withdrawn should the employer violate

any of the provisions of the agreement. In order that strikes may be avoided in the trade, the Boot and Shoe Workers' Unions have included in their contract a provision pledging the union not to sanction any strike of its members and the employer not to lock out his employees while the agreement is in force. The contracts with employees in Massachusetts further provide that "all questions of wages or conditions of labor which cannot be mutually agreed upon, shall be submitted to the Massachusetts State Board of Conciliation and Arbitration."

The garment workers' unions have two labels, one to be stitched on ready made clothing, the other on special order clothing, which are furnished in quantity by the local unions to employers who agree to pay a specified scale of wages and to observe certain union conditions in their establishments. Likewise the cigarmakers' unions provide labels to be affixed by employers to union made products.

The bakers' unions also issue labels, which usually are sold at a minimum price to employers who have signed an agreement providing for the exclusive employment of members of their organizations, and for the observance of certain union rules in their establishments. Each loaf of bread must bear a union label on leaving the shop. On payment of a prescribed fee the employer may add an advertisement calling attention to the fact that the product bears the label and, if he so desires, to other facts with reference to the product.

The value of the union label or stamp, both to employers and employees, depends in great measure upon the number of purchasers who can be induced to purchase goods bearing the union label in preference to non-union made products. To this end the unions appoint committees who shall advertise the union made goods and seek to create a large demand therefor and who shall also endeavor to induce dealers to carry such goods in preference to, or in addition to, other goods. Several unions in advertising union made goods claim that the presence of the label or stamp is not only a guarantee that the product is union made, but also that it is superior to non-union products. Thus the cigarmakers' unions claim that the cigars bearing their label were made in cleanly surroundings by skilled workmen; the garment workers' unions lay emphasis upon the statement that garments bearing their labels were manufactured under sanitary conditions; and the bakers' unions make a similar claim with reference to the products bearing their labels. The presence of the union stamp or label, as for example the label on union made garments, is also an indication that the goods were not manufactured by contract labor.

The labels and stamps issued by the local unions are usually designed

and manufactured by the national organizations with which the local unions are affiliated. The local unions, in most instances, act merely as distributing and reporting agencies under the general direction of the national officers, thus insuring uniformity in method of procedure and in standardizing the conditions under which union made goods shall be produced.

Shop cards issued to employers by unions of barbers, bartenders, hotel employees, meat cutters and butcher workmen, retail clerks, and others, to be displayed in establishments in which they work, indicate to the public that the employers have agreed to observe certain union conditions of employment desired by the members of these respective organizations. In some measure the display of these shop cards leads to increased patronage at these establishments. Agreements between employers and organized employees prescribe the conditions under which the shop cards may be displayed.

It is the practice of some unions to issue to members a certificate, card, or button, indicating that the bearer is a member in good and regular standing of the union named thereon. In certain agreements with employers it is provided that the employees may be asked to show to an authorized representative of the union such certificate, card, or button as evidence that they are members in good standing of the union of their craft. The union button worn by bartenders, teamsters, street railway employees, and other organized workmen is also an indication to the public that such employees are members of their respective unions, and in some cases the wearing of such buttons may increase the patronage of the establishment or concern employing union workmen. These evidences of membership are usually not mentioned in the agreements with employers, except in those instances where the granting, to employees, of the privilege of wearing them while on duty may be expressed or implied in such agreements.

8. SANITARY CONDITIONS.

The disposition to prescribe by mutual agreement proper sanitary conditions in shops has increased remarkably in certain industries during recent years. Thus one of the conditions upon which the use of the bakers' union label is granted to proprietors of bakeries is that shops shall be kept in such sanitary condition as may meet the requirements of the local board of health. Likewise certain agreements in the printing trades provide that all composing rooms shall be kept clean and shall be so ventilated as to render harmless, so far as possible, all injurious impurities generated in the course of the work there carried on. Clauses relative to

the maintenance of proper sanitary conditions and the observance of all laws governing fire protection are considered essential parts of the trade agreement now negotiated with employers by fur workers.

Certain other provisions in agreements in the nature of sanitary regulations may be mentioned. Thus the local agreements made by the granite cutters contain regulations, formulated in more or less detail, with a view to establishing healthful conditions in the trade. These agreements invariably provide that all reasonable precaution shall be taken to eliminate stone dust where cutters are working, also that suitable sheds, properly ventilated, shall be provided as shelter from sun and rain, and that some device shall be installed for the purpose of heating pneumatic tools during the winter months. Furthermore, because of the extremely harmful results attending the operation of hand-surfacing machines, otherwise known as "bumpers," the granite cutters' unions have within recent years declared for the abolition of this machine as a tool of the trade.

The establishment of proper sanitary conditions in the garment trades through mutual efforts of employers, employees, and the public has been so successfully accomplished in New York city that the following matter may well be quoted in this connection from a report entitled "Six Years' Work and Progress of the Joint Board of Sanitary Control in the Cloak, Suit and Skirt and the Dress and Waist Industries", October 31, 1910, to October 31, 1916.

The functions and the work of the Joint Board of Sanitary Control, as developed during the past six years, consist in the following:

- (1) Fire protection in buildings and shops.
- (2) Accident prevention and care for safety of workers.
- (3) Abatement of sanitary nuisances and improvements of shop sanitation.
- (4) Educational activities among manufacturers, workers and the general public.
- (5) Disease prevention and health service.

The basic principle of the establishment and work of the Joint Board of Sanitary Control is the idea of *industrial self-control* by the participation and co-operation of the organized employers, the organized workers, and the public.

The purpose of industrial self-control is the supervision of the industry and its establishments by the industry itself.

There are three essential elements necessary for industrial self-control: (1) industrial introspection; (2) industrial legislation; and (3) industrial enforcement.

During its six years of existence, the Board has not only investigated and legislated for the industry itself, but has taken active part in every state legislative and social movement for the improvement of industrial conditions. It very actively participated in the investigations of the New York State Factory Commission and in the subsequent passing of the various labor laws advocated and passed by that Com-

mission. The Board has also very actively co-operated with the Labor Department and Industrial Commission of the State and with the Health and Fire Departments of the City. The work of the Board has been an incentive and a direct cause of the establishment of the Industrial Hygiene Division by the New York City Health Department.

. . . The main purpose of the establishment of the Joint Board of Sanitary Control was, of course, the enforcement of legal sanitary and safety standards, as well as of the new standards established by the industry itself. There had to be, however, a radical departure in the methods of enforcement.

The Joint Board of Sanitary Control could not apply the methods of *punitive* enforcement. It had to depend, not upon threats, fines or penalties, but upon counsel, persuasion and education. The employers were not bulldozed into doing work by threat of punishment, but were rather advised and induced to comply with the *requests* of the Board by moral suasion and reasonable inducements.

In the work of enforcement of its standards the Joint Board of Sanitary Control was greatly assisted by the Manufacturers' Associations as well as by the Unions.

9. METHOD OF RENEWAL.

An important provision, found in all joint agreements, deals with the question of the duration of the agreement and in most cases the means by which the period of its operation may be extended.

Agreements are customarily made for a definite period of time, varying, according to the circumstances governing the different industries, from one to five years. Employers in certain industries often prefer to have the rates of pay and other conditions of labor prescribed for more than a single year, in order that they may be assured of a definite basis of labor costs when making calculations for purposes of entering bids for long term contracts.

Many agreements provide that should either party desire to alter, amend or annul an existing agreement it shall give to the other party due notice before the date of expiration, and that should no notification be given, the agreement shall continue automatically in force for another year, and so on from year to year until such notice may be given.

In addition to the contracts, which by their terms fix the period of their duration, there are others which continue in effect indefinitely, or until one of the contracting parties gives notice that it desires to terminate its agreement.

10. OTHER SUBJECTS.

In addition to the subjects discussed in the foregoing sections, and which deal with the conditions of employment most commonly considered in collective agreements, there appear numerous provisions of a more or

less technical character, and so formulated as to properly apply to the peculiar conditions existing in the respective industries.

Thus in those industries where two or more unions may claim jurisdiction over the same branch of work, the agreement between an organization and employers may carefully define the classes of work upon which the members shall be employed, thereby avoiding the possibility of an employer being affected by a jurisdictional dispute between two labor organizations.

Agreements in the building trades sometimes provide that an employer shall properly protect all persons employed by him by carrying adequate insurance under the Massachusetts workingmen's compensation law, and occasionally the agreements further provide that such employer shall agree to satisfy an authorized agent of the union that he has done so.

In certain agreements provision is made for a fair distribution of work among the employees in slack times, as in the garment trades, where, owing to seasonal fluctuations, a large number of workers would otherwise be wholly unemployed for long periods of time were it not so arranged that the available supply of work should be fairly distributed.

Because of the fact that the very nature of the newspaper publishing business makes interruptions in work most undesirable, the parties to the contracts in this branch of work have sought to provide, as effectually as possible, the means of insuring amicable adjustment of the controversies which may arise in connection with the many details of the business. The agreement between the Boston daily newspapers and the Typographical Union, therefore, contains a clause providing for a settlement of any dispute arising from the contested discharge from a company's employ of a union member. This is accomplished through the medium of a conference committee composed of three representatives chosen by each side, a seventh member to be selected in case the conferees cannot reach an agreement. It is of special interest to note that this clause provides that should the conference committee fail to agree on an odd man he shall be selected by the Chief Justice of the Supreme Court of Massachusetts.¹ In this same agreement there is a clause providing that, in the event of a dispute arising as to the interpretation of any section of the wage scale, the points in dispute shall be referred for settlement to a joint committee of publishers and representatives of the union, to the end that each section of the scale may be interpreted alike in all offices.

Even minute details are considered in some agreements, such as the

¹ For the full text of this section see p. 67.

payment by the employer of the workmen's carfare in going to and from jobs beyond a certain distance, and the furnishing by the employer, for the use of his employees, uniforms, coats, aprons or any other articles necessary in the course of their employment. In fact a properly devised agreement should cover all contingencies that ordinarily arise in the relationships between the contracting parties.

· III.

EXAMPLES OF COLLECTIVE AGREEMENTS IN CERTAIN
OCCUPATIONS.**BAKERS.**

Agreement between the Master Bakers and the Bakery and Confectionery Workers' Union, Local No. 32, of Springfield, Mass., and Vicinity, May 1, 1915 to May 1, 1917.

Made and entered thisday of....., in the year one thousand nine hundred and, by and between.....of.....in the County of Hampden, and the Commonwealth of Massachusetts, party of the first part, and the Bakery and Confectionery Workers' Union, Local No. 32, of Springfield, in the County of Hampden and the Commonwealth of Massachusetts, party of the second part. It is hereby agreed,

SECTION 1. That the party of the first part will at all times, in the conduct of his or her business, employ only members of the Bakery and Confectionery Workers' International Union; this not to apply to a case where a baker, who is not a member of the Bakery and Confectionery Workers' International Union is employed, providing said baker agrees to become a member within two weeks.

SECTION 2. That six days shall constitute a week's work. That nine and one-half hours or less shall constitute a day's work, one-half hour for lunch to be included in said nine and one-half hours. For overtime a foreman shall be paid 45 cents per hour; all other journeymen 35 cents per hour. Apprentices 20 cents per hour. Work on holidays shall be paid for at overtime scale. Work on the seventh day, double time.

SECTION 3. The recognized holidays in the year shall be the legal holidays on which no baker shall be allowed to work. They are as follows: Decoration Day, Independence Day, Labor Day, Columbus Day, Thanksgiving Day, Christmas Day, Washington's Birthday and Patriots' Day. There shall be no loss of time for holidays. If a holiday falls on a Saturday, all bakers shall be allowed to work if necessary, providing such work shall be called overtime at the rate mentioned in Section 2.

SECTION 4. All foremen shall receive not less than \$20.00 per week, second hands not less than \$17.00 per week, and all other journeymen not less than \$15.00 per week. On and after May 1, 1916, the wages shall be as follows: Foreman \$21.00, second hand \$18.00, bench hands \$16.00.

SECTION 5. Any baker whose wages exceed this schedule price shall not be reduced to conform with the same, and shall receive the same wages as previous to signing this contract.

SECTION 6. Helpers or apprentices will be allowed as follows: Where one journeyman is working alone one helper or apprentice will be allowed on said shift; to a foreman and a second hand, one apprentice or one helper; to a foreman, a second hand and one or more third hands, one apprentice and one helper; to a foreman and third hand, no helper or apprentice.

SECTION 7. All apprentices must join this union after having worked one year at the baking trade, and must be paid not less than \$10.00 per week for the first year as a union member and \$12.00 per week in the second year of being a union member.

SECTION 8. No apprentice can be discharged from any shop without consent of foreman, unless he has been found dishonest.

SECTION 9. If journeymen bakers are employed as jobbers, they shall receive not less than \$4.50 per day for foremen's work, and for all other bench work \$3.00 per day. Nine hours to constitute a day's work, and overtime to be paid according to Section 2.

Bakers.

SECTION 10. All union help must be procured through the representative of Local 32, and only at such times when no union help can be had can non-union help be engaged by first getting consent of this union, in accordance with Section 1.

SECTION 11. Union labels can be secured through Local 32 only, price 10 cents per thousand. Bread wrappers can also be secured through this Local, bearing the union label. Samples, prices, etc., can be had upon application to business agent.

SECTION 12. Local No. 32 reserves the right to refuse signing any contract with any firm where one or more partners are working as journeymen, until such time as an investigating committee of Local 32 shall find and report favorably upon said partnership.

SECTION 13. Party of the first part agrees that he or she shall at all times keep their bakery in a proper sanitary condition to meet the requirements of the local board of health.

SECTION 14. Party of the first part agrees that if he or she shall at any time break any part of this agreement, they will forfeit all labels and wrappers in their possession to Local No. 32.

SECTION 15. That no man shall be called out of any shop until a committee of Local No. 32 and the employers hold a conference; in case of failure to come to terms, said disagreement shall be arbitrated by two members of the executive board of Local No. 32, two master bakers, and one disinterested person to be agreed upon by the four. In failure of said men appointed as aforesaid coming to an agreement, said disagreement shall be referred to the State Board of Arbitration, whose decision shall be binding to both parties.

SECTION 16. No baker shall be compelled to board with his employer.

SECTION 17. If any change shall be desired by either party, the proposed change shall be submitted in writing at least 30 days before the expiration of this agreement.

SECTION 18. Both parties of this agreement agree that this contract shall be in force for two years, until and including May 1, 1917.

SECTION 19. That the business agent or Secretary of Local 32 or committee appointed by same shall have access to all shops signing this agreement by first applying to office or owner of shop.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seal, the day and year first above mentioned.

Name and address of employer.....

Witness.....

..... For Local No. 32.

..... Recording Secretary.

BARBERS.

Agreement between Local 182, Journeymen Barbers International Union of America, of Boston, and Employers. — In effect May 7, 1917.

WORK DAYS AND WAGE SCALE OF LOCAL 182.**ARTICLE 1.**

SECTION 1. Journeymen's hours shall be from 8 A.M. to 8 P.M., excepting Saturdays, when the hours shall be from 8 A.M. to 10 P.M.

SECTION 2. Journeymen must take 1½ hours for meals between 8 A.M. and 8 P.M., and Saturdays between 8 A.M. and 10 P.M.

SECTION 3. Union shops shall open at 8 A.M. and close at 8 P.M., Saturdays open at 8 A.M. and close at 10 P.M.

SECTION 4. Union shops shall close all legal and local holidays except when they fall

Barbers.

on a Monday or Saturday then they shall open at 8 A.M., and close at 12 noon. Nights before a holiday they shall remain open until 10 P.M.

SECTION 5. Labor Day hours shall be from 7 A.M. to 9 A.M.

SECTION 6. Journeymen shall have one half day off each week to begin at 12 o'clock noon or whole day in two weeks, except when day off comes in holiday week. In such case he shall take day off the following week.

SECTION 7. Regular apprentice hours shall be from 8 A.M. to 8 P.M., and Saturdays from 8 A.M. to 10 P.M., and shall take $1\frac{1}{2}$ hours for meals between said hours.

ARTICLE 2.

SECTION 1. The minimum wage shall be \$16.00 one half over \$21.00 per week; \$17.00 one half over \$22.00; \$18.00 one half over \$23.00; \$19.00 one half over \$24.00; \$20.00 one half over \$25.00.

SECTION 2. Five days' work shall be \$14.00 and one half over \$17.00.

SECTION 3. Evenings and Saturdays 5 P.M. to 8 P.M., and 8 A.M. to 10 P.M., Saturdays \$10.00 one half over \$13.00.

SECTION 4. Saturdays all day from 8 A.M. to 10 P.M., \$5.00 one half over \$6.00.

SECTION 5. Week day salary shall be \$3.00 excepting Saturday or day before a holiday. Then salary shall be \$5.00 one half over \$6.00.

SECTION 6. The minimum wage in a no-tip shop shall be \$18.00 one half over \$24.00; \$19.00 one half over \$26.00; \$20.00 one half over \$28.00. Journeymen shall be paid for all holidays.

ARTICLE 3.

SECTION 1. When a co-partner or corporation shop shall exist legal documents must be shown to Local Officers.

SECTION 2. No journeymen shall do any porter work at any time, except to take care of chair and bench.

SECTION 3. Employers agree to pay \$2.00 per week on their non-union men until initiated or re-admitted into the Union.

SECTION 4. Employers must see that their journeymen and apprentices wear the Union Button.

SECTION 5. Apprentices must be registered with the Secretary and wear a button; a charge of \$1.00 is made for same.

SECTION 6. This agreement must be displayed on the wall of each shop displaying a Union Shop Card.

SECTION 7. Short hours shops are exempt from Article 1, Sections 1 and 3.

SECTION 8. This general agreement shall be subject to change of Employer and Local 182 upon the expiration of two years from date.

This Agreement to go into effect May 7, 1917.

IN WITNESS WHEREOF, I have affixed my signature to the agreements required this day of 1917.

(LOCAL SEAL.)

.....
Signature of person making agreement.

Attest:

.....
Corresponding-Financial Secretary of Local.

Barbers.**AGREEMENT GOVERNING DISPLAY OF UNION SHOP CARDS.**

.....19....
(City and Date)

To whom it may concern:

I,do hereby agree that in consideration of being allowed to display Union Shop Card No. of the Journeymen Barbers' (Give No.)

International Union of America, in my Barber Shop, No. (Give Street and No.)

Street, that I will comply with all the conditions imposed in the "Rules Governing Shop Cards" which are printed on the back of said Union Shop Card.

I also agree, that the Union Shop Card is now, and shall remain the property of the Journeymen Barbers' International Union of America and that it is loaned to me only during such time as the conditions imposed are fulfilled by me, and further, said Union Shop Card not being my property, I have no right to sell the same nor transfer it to any person, nor place, except as duly authorized in the "Rules Governing Shop Cards."

I also further agree, on demand, to peaceably allow without interference on my part or others, any duly appointed representative of the International or Local Union to remove said Union Shop Card from any point of display, and such removal shall not be held by me to be an act of violence.

IN WITNESS WHEREOF, I have affixed my signature to the three agreements required, this.....day of.....19.....

[LOCAL SEAL.]

.....
(Signature of Person Making Agreement)

Attest:

.....
(Corresponding-Financial Secretary of Local)

N.B. — Corresponding-Financial Secretaries must see that this agreement is filled out in full before delivering any Shop Card. Failure to comply will be considered a violation of the Constitution of the Journeymen Barbers' International Union of America.

RULES GOVERNING SHOP CARDS.

(Note — These rules are printed on the back of each shop card.)

The article known to this organization as the Union Shop Card, and generally referred to as Shop Card, is, and always shall remain, the property of the International Union, and the Shop Card adopted at the thirteenth convention of the International Union, shall, on and after January 1, 1915, be the only Shop Card recognized as legal by the International Union. The same shall be distributed to the local unions for use in their several jurisdictions in accordance with the price list of the International Union.

The Corresponding-Financial Secretary of each local union shall be the custodian of the Shop Card, and shall issue none except in conformity with the laws governing the same, and by order of the local union or local Executive Board.

Any shop, recognized as a union shop by the laws and principles of our union, shall be entitled to display said Shop Card, providing the proprietor or person duly authorized to conduct said shop shall have signed the agreements required by these laws.

No Shop Card shall be issued to or displayed in any shop where females are engaged as barbers or where more than one apprentice is employed.

No Shop Card shall be displayed in a shop where non-union men are employed, and

Barbers.

any male, eligible to membership in our organization, who is not in good standing therein, shall be considered as a non-union man.

Any proprietor or employer who is a suspended member of any local union of the Journeymen Barbers' International Union of America must seek and secure readmission and then procure a retiring card before he shall be entitled to display the Union Shop Card of our organization.

If any local union shall establish laws governing the hours of labor, wages, etc., in its respective locality, and the proprietor or proprietors of a shop or a person or persons duly authorized to conduct said shop, shall violate such laws, or any laws in the constitution of the Journeymen Barbers' International Union of America, the local union, or the local executive board, through a duly appointed representative, is hereby empowered to remove the card from said shop, and it shall not be returned until such time as assurance has been given that the laws will be complied with in the future.

In case a proprietor sells his shop, or for any cause ceases to conduct the same, or have it conducted for him, he shall deliver the Shop Card to the Corresponding-Financial Secretary of the local union which issued it, and he shall be given a receipt therefor, which shall absolve him from any further responsibility for the same. When a Shop Card is so returned, or is removed for any cause, the Corresponding-Financial Secretary shall immediately notify the General Secretary-Treasurer, and for failure to give said notice the Corresponding-Financial Secretary shall be fined \$2.00 for each offense.

Any member who may become proprietor of a shop shall not receive a Shop Card until he has paid all dues and other indebtedness owing to the union, and shall have signed the agreements herein provided for.

Three blank contracts, or agreements, shall be furnished by the General Secretary-Treasurer, free of charge, for each Shop Card issued by him, and no card shall be issued by any local union or local Executive Board, until it has been signed by the person or persons conducting the shop, who wish to display the same. One copy of the contract, or agreement, shall be given to the person or persons signing the same; the second shall be kept on file by the local union, the third shall be sent to the General Secretary-Treasurer. Any union failing to enforce this or any other section pertaining to the Shop Card shall be deemed guilty of a violation of our laws and shall be fined in accordance with the section or sections of the constitution providing for the same.

The contract or agreement called for by these laws shall be so construed that the person or persons displaying the Shop Card shall specifically agree:

(a) To abide by the laws of the Journeymen Barbers' International Union of America governing Shop Cards and such laws as may be made in the future for the proper government of the same.

(b) To abide by the laws of the local union, now and in the future, with reference to prices, hours, wages, etc., etc.

(c) To peaceably give up said Shop Card on demand of the local union or local Executive Board, through its duly appointed representative, for the violation of any local or international laws.

(d) To peaceably give up said Shop Card to the General Secretary-Treasurer or a duly appointed representative, in case of the suspension or disbandment of the local union which issued it, or for any other cause, when called upon to do so.

BARTENDERS.

Agreement between Suffolk County Lodge, Massachusetts Liquor League, Liquor Dealers of Boston and Local Union No. 77, Hotel and Restaurant Employees and Bartenders' International League of America, of Boston, January 4, 1915 to January 1, 1919.

It is hereby mutually agreed and entered into this 16th day of October, 1914, by and between Suffolk County Lodge, Massachusetts Liquor League and Mr. licensed liquor dealer of Boston, Mass., parties of the first part and Local 77 of the Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, party of the second part.

FIRST: The party of the second part agrees to furnish good, competent and honest craftsmen and hereby agrees to not only hold them responsible to the Officers of Suffolk County Lodge, Massachusetts Liquor League, for their actions, but where sufficient evidence is produced (by a committee of five members of the Grievance Committee of Suffolk County Lodge and laid before a similar Committee from the Bartenders' Local No. 77) that said accused party or parties shall not only be suspended from the above Local No. 77, but from every local Bartenders' Union throughout the United States and Canada, upon a secret majority vote of Joint Grievance Committee. All complaints from either organization to be heard before the mutual Joint Grievance Committee of both organizations.

SECOND: That all men employed as regular Bartenders shall be members in good financial standing in Local No. 77 of Boston, Mass., and wear the button of the Bartenders' International League.

THIRD: Experienced bartenders in good financial standing in Local No. 77 shall receive a minimum salary of twenty-one (\$21.00) dollars per week.

FOURTH: The party of the first part does further agree to pay for the services of Bartenders hired as extra help during the first five days of the week, at the rate of the regular scale; for Saturday, four (\$4.00) dollars per day of ten hours; and forty (40) cents per hour overtime. For Sundays and Holidays, five (\$5.00) dollars per day of ten hours and fifty (50) cents per hour for overtime.

FIFTH: This agreement shall not be retroactive and shall not interfere with any present arrangements in any establishment with valued and experienced Bartenders, now or in the future, who may be receiving higher compensation or better conditions than this agreement calls for.

SIXTH: The parties of the first part hereby agree that said members of Local No. 77 shall not be required to work over sixty (60) hours per week. The employer to have the right to regulate the working hours of his employees in accordance with the business conditions in his respective locality.

SEVENTH: It is further agreed that no Bartender shall be required to do any work on Sundays or legal Holidays. (Hotels excepted.)

EIGHTH: No Bartender shall be allowed to walk out of any place where he is employed before his specified time has expired without the consent of the man in charge. Any violation when proven before Grievance Committee will render violator liable to fine or suspension by Local 77.

NINTH: It is hereby mutually agreed that parties of the first part, comprising hotels, restaurants or cafés furnishing regular meals to Bartenders shall be exempt from the provisions of this wage scale agreement, to the extent of a three (\$3.00) dollar weekly allowance for meals, to said bartenders.

TENTH: The parties of the first part further agree that all persons doing work in and around their places of business shall have the Union Card of their respective crafts. Local No. 77 agrees, therefore, to use all of its fair influence with organized labor and its friends to patronize only such places that are a party to this agreement and display the Union

Bartenders.

Bar Label and the Massachusetts Liquor League certificate in their window or upon the wall of the respective places and to do all in its power to further the interests of the parties of the first part.

ELEVENTH: It is mutually agreed that the parties of the first part shall have the right to reject any applicant for a position as Bartender who is unable to furnish upon request a recommendation from a previous employer.

TWELFTH: The parties of the first part shall have the right to propose the name of any apprentice employed upon their premises who has worked continuously for one year or more in one establishment, for admission into Local No. 77, provided said application has been signed by said employer and certified to by a Grievance Committee of three members of Suffolk County Lodge Officers, and said party of the second part agrees to elect to membership in Local No. 77 such eligible apprentices who have qualified in length of service and have fulfilled the necessary qualifications for membership in accordance with the rules and regulations of Local No. 77 which provides for one additional year's probationary term from the date of his acceptance as a regular experienced qualified Bartender and entitled to full privileges. In the event, however, that should said apprentice be discharged during his probationary term for any cause except decrease of trade, said apprentice will forfeit his membership in Local 77.

THIRTEENTH: This agreement repeals all previous standing agreements with the liquor dealers of Boston.

FOURTEENTH: This agreement to be signed now, to take effect the first Monday in January, 1915, and to continue for a term of four (4) years, with the privilege of renewal unless notice has been given fifteen days before the first of January, 1919, by either party.

<p>WITNESS TO SIGNATURES</p> <p>.....</p> <p><i>State Secretary Massachusetts Liquor League</i></p>	<p>For Suffolk County Lodge, Mass. Liquor League,</p> <p>Signed this day of , 1914.</p> <p>.....</p> <p style="text-align: right;"><i>President</i></p> <p>.....</p> <p style="text-align: right;"><i>Secretary</i></p>
<p>.....</p> <p><i>Financial Secretary Bartenders Local No. 77</i></p>	<p>For Bartenders' Union Local No. 77</p> <p>.....</p> <p style="text-align: right;"><i>President</i></p> <p>.....</p> <p style="text-align: right;"><i>Secretary</i></p> <p>....., Licensee</p> <p>....., Address</p>

Note. — There is an employment agency connected with Local No. 77, 185 Court Street, Boston, and upon application to the Secretary a list of names of qualified Bartenders can be obtained.

BOOKBINDERS.

Agreement between Bindery Women's Union No. 213 of Norwood and employers, June 24, 1915 to November 21, 1916. Price List in effect October 1, 1913 to October 1, 1917.

Trade agreement between the.....Press and the Boston Allied Printing Trades Council, entered into on June 24, 1915 and expires November 21, 1916, and separate and distinct agreement with Typographical Union No. 13 without terminating date hereto attached.

Bookbinders.**ARTICLE I.**

The.....Press agrees to observe the working conditions and pay the wages set forth in the attached scale of prices and contracts of Bookbinders' Union No. 176, Printing Pressmen's Union No. 35, Franklin Association of Feeders No. 18, Electrotypers' Union No. 11 and Bindery Women's Union No. 213.

ARTICLE II.

As to the employment of journeymen, the.....Press will give preference to the members of the several unions whose scales are attached hereto, by notifying the union officials when any additional journeymen are needed. If the several unions cannot furnish satisfactory help, the.....Press will employ such help as they may need.

ARTICLE III.

The.....Press agrees that there will be no objection on their part to present employees being solicited to become members of above-named unions.

ARTICLE IV.

The.....Press agrees that employment by them shall not, with their approval, be considered encouragement for members of above-named unions to neglect or refuse to meet their obligations to said unions. The.....Press also agrees to co-operate with the above-named unions in enforcing this article.

ARTICLE V.

If at this time conditions in the mechanical departments of the manufacturing establishment of the.....Press do not conform with the conditions set forth in the attached scales, then it is agreed that conformity shall be brought about at as early a date as is practicable, to the end that the spirit in which this agreement is made may apply to the contracting union, the.....Press and their present employees.

ARTICLE VI.

This agreement to continue from June 24, 1915 to November 21, 1916 provided, that if at any time during the term of this agreement any of the contracting unions establish new scales of prices and contracts with a substantial number of their employers, then the.....Press agrees to substitute for the attached scales and contracts the later documents, and to make these later scales and contracts effective.

ARTICLE VII.

Should any dispute arise as to the meaning, intent, or application of any clause or clauses of this agreement, or any provision of the attached or as to any working conditions which cannot be adjusted by conciliatory methods, then such dispute shall be referred to a board of arbitration, one member of the board to be selected by the union interested, one by the.....Press, these two to select the third member; the decision of the board as thus constituted to be final and binding on both contracting parties. A decision on any case must be rendered by the board of arbitration within sixty (60) days after notification of difference has been given, by either party to this agreement.

Bookbinders.**ARTICLE VIII.**

The.....Press now deals with the Union Organizations and no essential differences exist between them; and the Unions are anxious to assist the management of the.....Press in developing the greatest productivity based on the fundamental principle that the health and well-being of the employees in their joint relation to the.....Press and the Unions is the largest single factor in the solvency of the concern.

This clause does not commit the Unions to the bonus system, or any other method of payment of wages.

ARTICLE IX.

It is agreed that observance of this contract by the.....Press shall be considered as a fair attitude toward the trade unions.

ARTICLE X.

Any complaint with reference to carrying out the terms of this agreement by either party shall be submitted to the other party in writing.

Boston, Massachusetts.	.....Press

	<i>Treasurer</i>

Boston Allied Printing Trades Council	
By.....	
<i>President</i>	
.....	
<i>Secretary</i>	
.....	
Bookbinders Local No. 176	Norwood Pressmens Union No. 35
.....
Boston Electrotypers Union No. 11	Bookbinders Local No. 213

Price List of Bindery Women's Union, Local 213, Indorsed by the Allied Printing Trades Council of Boston and Vicinity, October 1, 1913 to October 1, 1917.

TIME WORKERS.

The minimum wage for competent women employees shall be not less than 19 cents per hour.

The minimum wage for unskilled women employees and beginners shall be not less than 12½ cents per hour.

After three years' employment, or during the three years' employment, those operatives, who in the judgment of the employer are competent, and for whom there is opportunity for employment, shall receive not less than 19 cents per hour. During said three years the employer may, at his discretion, increase the wage at any time or advance the operative into the class of the competent operative as his requirements may demand.

Competent folding machine operator, per hour,	. . . . .	\$0.21
Competent drop roller operator, per hour,	. . . . .	.21
Competent gold layer shall receive, per hour,	. . . . .	.21
Competent gold leaf laying machine operator, per hour,	. . . . .	.21
Competent end blank pasting machine operator, per hour,	. . . . .	.21
Competent end paper folding machine operator, per hour,	. . . . .	.21
All extra work special prices upon mutual agreement.		

Bookbinders.**PIECE WORKERS.**

One fold, per 100,	\$0.01½
Two fold, per 100,	.03
Two fold, per 100, above 7 x 10½,	.04
Three fold, per 100,	.04½
Three fold, per 100, above 7 x 10½,	.05½
Four fold, per 100,	.06
Four fold, per 100, above 7 x 10½,	.06½
Oblongs-cut-turns and blank pages, 1 cent extra.	
All extra work special prices upon mutual agreement.	
Point machine, per M,	.20
Guide machine, per M,	.22

PASTING.

Inserting, per 100,	\$0.01½
Outside pasting, per 100,	.03½
Outside pasting, per 100 over 7 x 10½,	.04½
Inside, per 100,	.04½
Tissuing, per 100,	.03½
Printing tissue,	.04
Guarding maps, paper 4c, per 100, cloth,	.04
Guarding maps, over 7 x 10½, paper 5c, per 100, cloth,	.05
Cutting sheets, per 100, per cut,	.01
Pasted in guarded maps, per 100, extra,	.01
Pasted in guarded maps, or plates around or across signature, per 100, extra,	.01
Stripping on outside, per 100,	.07
Guarding signature, per 100,	.09

GATHERING.

Gathering, per 100, 12 mo.,	\$0.00½
Over 9½,	.00¾
Over 10½,	.01
Gathering plates, per 100,	.01
Over 9½,	.01¼
Over 10½,	.01½

Collating same as gathering.

All extra work special arrangement upon agreement.

MACHINE SEWING No. 3.

Per thousand No. 3, 12½c, if cut off 2½c extra.	
Part cut at head, per 1000, 12½c, if cut off 2½c extra.	
Half cut at head, per 1000, 15c, if cut off 2½c extra.	
All cut at head, per 1000, 20c, if cut off 2½c extra.	
Tape work, 2½c for cutting down extra per 1000.	

NUMBER 4 MACHINE.

Uncut at head, per 1000 sheets, including cutting down,	\$0.20
Cut at head, per 1000,	.25
All extra work special prices on mutual agreement. Cutting down ¼ of above.	

Bookbinders.**HEAD GIRLS IN DEPARTMENTS.**

All department head girls (10 girls and over) shall receive per week \$13.

Forty-eight hours, to be worked between 7 A.M. and 6 P.M., shall constitute one week's work.

All overtime work shall be time and one-half.

Sundays and legal holidays double time.

BOOT AND SHOE WORKERS.*Boot and Shoe Workers' Union Stamp Contract.*

Agreement entered into this.....day of.....19 by and between shoe manufacturer of.....

hereinafter known as the Employer, and the Boot and Shoe Workers' Union, with headquarters at 246 Summer St., Boston, Mass., hereinafter known as the Union, WITNESSETH:

FIRST. The Union agrees to furnish its Union Stamp to the Employer free of charge, to make no additional price for the use of the Stamp, to make no discrimination between the Employer and other firms, persons or corporations who may enter into an agreement with the Union for the use of the Union Stamp, and to make all reasonable effort to advertise the Union Stamp, and to create a demand for the Union Stamped products of the Employer, in common with other employers using the Union Stamp.

SECOND. In consideration of the foregoing valuable privileges, the Employer agrees to hire as shoe workers, only members of the Boot and Shoe Workers' Union, in good standing, and further agrees not to retain any shoe worker in his employment after receiving notice from the Union that such shoe worker is objectionable to the Union, either on account of being in arrears for dues, or disobedience of Union Rules or Laws, or from any other cause.

The Employer agrees that there shall be no discrimination against any member of the Union because of his or her activity in Union affairs.

THIRD. The Employer agrees that he will not cause or allow the Union Stamp to be placed on any goods not made in the factory for which the use of the Union Stamp is granted, and the Employer agrees that it will be a violation of this contract to use the Union Stamp or Stamps in any other place than the particular factory for which the use of the Stamp is granted.

FOURTH. It is mutually agreed that the Union will not cause or sanction any strike, and that the Employer will not lock out his employees while this agreement is in force.

All questions of wages or conditions of labor, which cannot be mutually agreed upon, shall be submitted to the Massachusetts State Board of Conciliation and Arbitration.

The decision of this Board of Arbitration shall be final and binding upon the Employer, the Union, and the employees.

The Employer agrees that where a change of system or method is made, he will notify the Local Union affected and endeavor to mutually agree upon a price to be paid. Failing to agree the matter shall be arbitrated, and the decision rendered shall date from the time of change in system or method.

In the event of the Employer or Local Union, or a duly authorized agent, giving written notice to the General President of their desire to refer to arbitration any matter in dispute, relative to wages, conditions of employment, interpretation of contract, or any other difference of opinion, he shall insist that the application for same shall be signed within seven days from his receipt of said notice. Failure of either party to comply with this clause shall constitute a direct violation of this contract.

FIFTH. The Union agrees to assist the Employer in procuring competent shoe workers

Boot and Shoe Workers.

to fill the places of any employees who refuse to abide by Section FOUR of this agreement, or who may withdraw or be expelled from the Boot and Shoe Workers' Union.

SIXTH. The Employer agrees that the regularly appointed collectors, or business agents acting in the capacity of collectors, shall not be hindered or obstructed in collecting dues from members working in the factory.

SEVENTH. The Employer agrees that the General President of the Union, or his deputy upon his written order, may visit the employees in the factory at any time.

EIGHTH. The Employer agrees that the Union is the lawful owner of the Union Stamp, and the Employer agrees not to make or cause to be made any Union Stamp or Stamps, and it is further agreed that the Union will furnish free of cost, all Stamps necessary to be used under this agreement.

NINTH. The Union agrees that no person except the General President, or his deputy upon his written order, shall have the right to demand or receive the Union Stamp from the Employer.

TENTH. Should the Employer violate this agreement, he agrees to surrender the Union Stamp or Stamps in his possession to the General President or his deputy, upon his written order, and that the said General President, or his deputy, may take said Stamp or Stamps, wherever they may be, without being liable for damages, or otherwise.

ELEVENTH. In case the said Employer shall for any cause fail to deliver the said Stamp or Stamps to the General President, or his deputy, as provided in this agreement, the Employer shall be liable to the General President in the sum of two hundred (200) dollars, as liquidated damages, to be recovered by the General President in an action of contract, brought in the name of the General President, for the benefit of the Union, against the Employer.

TWELFTH. This agreement shall remain in force until.....
Should either party desire to alter, amend or annul this agreement, it shall give a written notice thereof to the other party three months before expiration of the agreement; and if the parties fail to give such notice, the agreement shall continue in force for another year, and so on from year to year until such notice is given.

THIRTEENTH. In case the Employer shall cease to do business, or shall transfer its business, or any part thereof, to any person or persons, or corporation, this agreement shall be ended, and the Stamp or Stamps shall be returned to the General President forthwith, without demand from the Union, when a new agreement, of similar tenor to this, may be entered into between the Employer and the General Executive Board of the Boot and Shoe Workers' Union.

Signed,

By.....
For the Employer

[SEAL]

By.....
For the Union

Agreement between Shoe Manufacturers and United Shoe Workers of America.

1. It is hereby agreed between the firm of.....and.....
United Shoe Workers of America that any differences which may arise under the terms of the following agreement which cannot be mutually adjusted between.....
and.....United Shoe Workers of America shall be referred for adjustment to.....

2. It is further agreed by both parties that pending the discussion and decision of any or all differences between the parties to this agreement there shall be no lock-outs, strikes

Boot and Shoe Workers.

or cessation of work on the part of.....employer or.....
United Shoe Workers of America on account of such differences.

3. It is further agreed by.....employer and.....United
Shoe Workers of America that this agreement shall cover the following rooms and depart-
ments in the factory of.....

4. It is further agreed by.....employer and.....United
Shoe Workers of America that all work done in the above-named rooms and departments in
the factory of.....shall be done by members of the United Shoe Workers of
America under the jurisdiction of.....United Shoe Workers of America and
so long as they are in a position to furnish help to do the work no other help will be em-
ployed.

5. It is further agreed that if.....desires to change in any manner or form
the process of manufacturing their shoes from the manner and form in which the work is
being done at the time of the execution of this agreement they shall notify the proper
agents of.....United Shoe Workers of America before any change takes place
and it shall be the duty of the two parties to at once agree upon a price for the part affected
by the change and if an agreement cannot be reached it shall be submitted for a decision
as provided for in Article 1.

6. It is further agreed by.....and.....United
Shoe Workers of America that during the term of this agreement any price list agreements
in force on the date of the signing of this agreement shall not be subject matter for arbitra-
tion except by mutual consent.

7. It is further agreed by.....and.....United
Shoe Workers of America that the discharge of any member of the United Shoe Workers
of America for any reason other than poor work or inefficiency may be considered a grievance
within the provisions of this agreement. If it is found that the member was discharged
for an insufficient reason within the meaning of the above provision he shall be restored
to his former position and compensated by the employer in an amount fixed by.....
This article shall not apply to persons specifically employed as extra help over the regular
force.

8. It is further agreed by.....and.....United
Shoe Workers of America that if Article 4 of this agreement is violated ten days' notice
of such violation may be given by.....United Shoe Workers of America to
.....employer and if said notice has been given and no agreement is reached
within ten days for further continuation of the agreement the agreement may be con-
sidered as expiring at the expiration of the ten days. If said clause is not violated, this
agreement will expire.....
.....
.....

*Agreement between Joint Council No. 1, United Shoe Workers of America, and Lynn Shoe
Manufacturers Association, Incorporated. — In effect March 1, 1916.*

Agreement made this.....day of.....1916, by
and between Joint Council, Number 1, United Shoe Workers of America, in behalf of all
local unions affiliated with said Council, employees, and.....Employer.

WITNESSETH: —

1. — All differences between employee or employees and employer, except those herein
named which may arise during the life of this agreement, and which cannot be mutually
adjusted between the business agent of the local affected and the representative of the
manufacturers, shall be referred to a Board of Adjustment, said Board of Adjustment to

Boot and Shoe Workers.

be composed of three members named by the Joint Council, No. 1, and three members named by the Lynn Shoe Manufacturers Association, Incorporated.

2. — The Board of Adjustment shall meet as often as is necessary for the reasonable dispatch of its business and shall hear all matters presented, whether such matters shall be presented by duly authorized agents of Joint Council, No. 1, or by the employer, and said Board of Adjustment shall formulate rules for practice and procedure before said Board, which rules shall be acceptable to the parties to this agreement. The Board of Adjustment shall, in all cases in which it reaches an agreement, make a finding which shall be kept for record by said Board of Adjustment, and in all cases where said Board of Adjustment fails to reach an agreement, a record of the evidence presented before the Board shall be submitted to the State Board of Conciliation and Arbitration, and upon said record the said Board of Conciliation and Arbitration shall be asked to make a finding decision. An agreement reached either by the Board of Adjustment or the State Board of Conciliation and Arbitration shall be final and binding during the life of this agreement. No evidence of any price paid or conditions existing in a factory other than an employer's factory who is a party to an agreement similar to this, shall be introduced at any hearing before the Board of Adjustment. Any decision reached on the question of prices by the Board of Adjustment or the State Board shall be effectual against employers and employees in other factories adopting the same operation (where conditions, grades, and manner of performing operation are exactly alike) working under an agreement similar to this agreement as the same would be effectual if the parties were directly interested in the decision.

3. — There shall be no lockout, strikes or cessation of work by the Joint Council, No. 1, United Shoe Workers of America, or the employer during the life of this agreement.

4. — This agreement shall cover the following rooms and departments in the factory of the employer: Cutting Room, Stitching Room, Bottom Finishers, Buttonhole Operators, Finishers, Eyeletters, Buttoners, Lasters, Lasting Machine Operators, Levellers, McKay Stitchers and all operations now included under Mixed Local, No. 54, Packing Room, Sole Leather Room, Stockfitting Room, and any other department which may become organized or affiliated with the United Shoe Workers of America during the term or life of this agreement.

5. — No persons shall be employed to do any work in the above named departments, nor shall any work commonly done in the above named departments be given to persons other than members in good standing of the United Shoe Workers of America so long as the Local Unions of said United Shoe Workers of America are able to furnish help to do said work and if after three days' notice the employer causes any of said work to be done, except as herein provided, this agreement may, by Joint Council, No. 1, United Shoe Workers of America, be treated as expiring on the date of giving such work.

6. — If the employer desires to change in any manner or form the process of manufacturing his product from the manner and form in which the work is being done (at the time of the execution of this agreement), the foreman or forelady in charge of the department where change is contemplated shall notify the agents of employees affected, also Secretary of the Manufacturers' Association on blanks furnished, and before any change takes place a mutual arrangement shall be entered into, or, in case a mutual agreement cannot be made, the employer may change the manner and form of doing said work and the whole matter shall be referred to arbitration as herein provided, and the decision of the Board shall take effect as of the day and date of making the change.

7. — The prices and conditions granted to the employer and commonly known as the 12½ per cent reduction or Salmon Tag System shall not be considered as a binding condition under this agreement and may be taken up for reconsideration at any time by the Locals affected and not a subject for arbitration.

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8. — Price-lists and conditions in effect at the date of signing this agreement, in any of the departments herein named, shall not be a subject for arbitration except by mutual consent. Price-lists and conditions shall mean prices and conditions that have been agreed to by the locals herein affected. Prices and conditions that have been presented by the locals to the Secretary of the Manufacturers' Association that have not been mutually agreed upon, prior to the signing of the agreement shall be a subject for arbitration.

9. — The discharge of any member in good standing of the United Shoe Workers of America for any reason other than poor work or inefficiency may be considered a difference within the meaning of this agreement. If the decision of the Board shall be that the employee was discharged for insufficient reason, within the meaning of the above provision, the member shall be restored to his or her former employment and compensated by the employer in an amount fixed by the Board of Adjustment. Notice of discharge of any member must be presented to the employer by the agent of the local affected within a period of forty-eight hours from the time of discharge.

10. — This agreement shall remain in force for the term of one year from the date hereof and shall remain in force thereafter from year to year unless either of the parties hereto shall within ninety days of the expiration of any year give written notice by registered mail of the desire of the party giving the notice, to alter, amend, or annul said agreement.

In Witness Whereof the parties hereunto set their hands and seals the day and year first above written by causing this agreement to be signed in each instance by persons duly authorized to execute the same.

.....(Seal)

.....(Seal)

The above agreement approved by the General Executive Board, Thursday, February 24, 1916.

A true copy. Attest:

.....

Secretary.

BOTTLERS AND DRIVERS.

Agreement between Proprietors of Brewery Bottling Shops of Worcester and Local No. 180, Bottlers and Drivers of the International Union of United Brewery Workmen of America, March 1, 1916 to March 1, 1919.

BREWERY BOTTLING SHOPS.

SECTION 1. We, the undersigned proprietors of Brewery Bottling Shops in Worcester, Mass., and Vicinity, agree to employ only members of Local Union No. 180 in good standing, Bottlers and Drivers of the International Union of United Brewery Workmen.

During the busy season, when members of Local Union 180 are not available, extra men may be engaged in conformity with Section 7 of this agreement.

SECTION 2. No foreman shall be allowed to perform the work of any employee.

SECTION 3. For inside men in bottling shops, eight in nine consecutive hours, starting not earlier than 7 A.M. and not later than 8 A.M. shall constitute a day's work for the day shift. In case a night shift is put on, 48 hours shall constitute a week's work, Saturday excluded. No night shift shall be worked while regular employees are laid off. Dinner hour for seven o'clock men shall be from twelve o'clock noon to one o'clock P.M., and for eight o'clock men from one o'clock P.M. to two o'clock P.M. No regular employee shall be laid off while the noon hour is being worked.

SECTION 4. For outside help nine in ten consecutive hours shall constitute a day's work for six consecutive months, and eight in nine consecutive hours shall constitute a day's work for the other six months.

SECTION 5. In case of dull season the employer shall, if necessary, arrange with the

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employees to lay off impartially in turn, and no one shall be allowed to work overtime while regular employees of his department are laid off.

SECTION 6. Sickness shall not be a cause for discharge. The employee shall resume his former position after recovery, provided he procures a doctor's certificate.

SECTION 7. Extra men employed between April 1st and Oct. 1st, shall not be considered as regular employees, and shall be entitled to temporary employment only. Such extra help shall obtain a Permit Card from Local Union No. 180 before starting to work. The employment of such extra help shall not cause any lay-off to the Union men.

A Permit Card is good for one month only, but can be renewed again, excepting when a regular good standing member of the International Union of United Brewery Workmen reports for work, then the last Permit Card man put to work shall at the last day of the month upon which his Permit Card expires, be laid off and the regular Union man shall take his place.

SECTION 8. Men who have worked longest as temporary help shall be entitled to the first opportunity at regular employment. Twelve consecutive months shall entitle a man to regular employment.

SECTION 9. Each employee shall be promoted in his turn, provided there is a vacancy and the respective employee has the ability. The oldest union employee in the respective establishments will be given preference.

SECTION 10. Service done by the employees in the interest of or for the benefit of the Union shall not be a cause for discharge or discrimination, but the foreman must be notified that the employee shall be absent.

SECTION 11. Overtime, with the exception of Sundays and Holidays, shall be paid at the rate of fifty (50) cents an hour. For work on Sundays and Holidays the help shall be paid at the rate of double the regular weekly wages.

Employees cannot refuse to work overtime without reasonable cause. Each employee shall receive an equal share of overtime as far as possible.

SECTION 12. All cases of gross misconduct, such as drunkenness, disobedience, dishonesty, may be considered cause for discharge, but any employee shall have the privilege to protest against any work which may injure his health or body. Said protest to receive attention as soon as possible.

SECTION 13. No help shall be employed who are under the legal limit of age according to the State Law.

SECTION 14. All building or repairing shall be done by men belonging to a union of their respective crafts when such men are obtainable.

SECTION 15. Minimum scale of wages shall be: Filling Machine Operators, \$20.25 per week; General Help, \$18.25 per week; Drivers, \$21.00 per week; Drivers' Helpers, \$19.50 per week.

SECTION 16. Former higher wages cannot be reduced.

SECTION 17. Employees shall use only union made bottles when such are obtainable. Union made materials shall be given preference in all purchases for bottling shops, when obtainable.

SECTION 18. All teams hauling bottled goods exclusively shall come under the jurisdiction of Local 180. The brewery shall have the right to use the draught teams to haul bottled goods.

SECTION 19. In the driving of motor trucks, drivers of motor trucks only shall be employed who hold licenses issued by the Massachusetts Highway Commission, and drivers and helpers shall have the preference. They shall be governed by the same rules as the drivers and helpers.

SECTION 20. Every man discharged shall, if he so desires, be given a hearing by the proprietor, president or general manager. At such hearing committees representing the employer and employees may be present.

Bottlers and Drivers.

SECTION 21. This contract is to take effect March 1, 1916 and remain in force until March 1, 1919, and continue annually thereafter unless notice has been given by either party thereto three months before the first of March of any year, and specifications of the proposed changes shall be submitted at least sixty days prior to March 1st, of any year.

Arbitration Clause.—Cases of grievances or differences between employers and employees, including the discharge of men, if same cannot be settled by the representatives of the Union and the employer, shall be submitted to arbitration as hereinafter described; within ten days after request for arbitration by either side a special committee consisting of five members, two (2) appointed by the Union, two (2) appointed by the employers, these four (4) to select a fifth, who shall neither be interested in the brewery industry or be a member of any labor organization, shall organize and begin hearings forthwith, decision to be made as promptly as possible, otherwise the arbitration shall be transferred immediately to the State Board of Conciliation and Arbitration. Both the employer and the Union shall abide by the decision of said arbitration committee or State Board of Conciliation and Arbitration as the case may be, and pending such decision no strike or lockout shall be declared.

WHOLESALE BOTTLING ESTABLISHMENTS.

SECTION 1. We, the undersigned proprietors of Wholesale Bottling Establishments in Worcester, Mass., and Vicinity, do hereby agree to employ only members in good standing of Local Union No. 180, Bottlers and Drivers of the International Union of United Brewery Workmen. Boys under twenty-one, employed as soda labelers, are not included in this contract during period of five months' employment.

During the busy season, when no members of Local Union No. 180 can be obtained, then the employer may engage extra men in conformity with Section 7 of this agreement.

SECTION 2. No foreman shall be allowed to perform the work of any employee.

SECTION 3. For inside help, nine in ten consecutive hours shall constitute a day's work, beginning not earlier than 7 A.M., and not later than nine A.M. from May 1 to Sept. 1, 1916. From Sept. 1, 1916 to June 15, 1917, the hours shall be eight in nine consecutive hours, work to begin not earlier than 7 A.M. and not later than nine A.M. after June 15, 1917, until Aug. 15, 1917, nine in ten consecutive hours shall constitute a day's work. From Aug. 15, 1917 to June 15, 1918, eight in nine consecutive hours shall constitute a day's work. From June 15, 1918 to Aug. 15, 1918, nine in ten consecutive hours shall constitute a day's work. From Aug. 15, 1918 to March 1, 1919, eight in nine consecutive hours shall constitute a day's work.

SECTION 4. Ten in eleven consecutive hours shall constitute a day's work for drivers and helpers for the first five days of the week, but the option is given to proprietors employing three teams to start the team not later than 9 A.M., and to.....Co., two teams, and.....Co., three teams. Ten hours as above specified to constitute a day's work. All other work to be considered as overtime. On Saturdays and in weeks where holidays shall occur teamsters and helpers shall work until 11 o'clock P.M., and shall be allowed one hour for supper, between the hours of 6 and 8 P.M. They shall receive regular weekly wages in such weeks as holidays occur, and shall have steady work the year round.

The above rules governing hours only do not apply to drivers on soda teams.

In the driving of motor trucks chauffeurs only shall be employed who hold licenses issued by the State Highway Commission, and drivers and helpers regularly employed shall have the preference and they shall be governed by the same rules as apply to drivers and helpers.

Drivers and helpers on draught teams shall work nine in ten consecutive hours, beginning not earlier than 7 A.M. and not later than 8 A.M., including one hour for meals, from

Bottlers and Drivers.

May 1 to October 31. From Nov. 1 to May 1, eight in nine consecutive hours shall constitute a day's work, except during the Christmas and New Year holiday weeks, when nine in ten consecutive hours shall constitute a day's work. All other work must be considered as overtime.

SECTION 5. In case of dull season the employer shall, if necessary, arrange with the inside employees to lay off impartially in turn, but no one shall be laid off longer than one week through the month, and no one shall be allowed to work overtime while regular employees in his department are laid off.

SECTION 6. Sickness shall not be a cause for discharge. The employee shall resume his former position after recovery, provided he produces a doctor's certificate.

SECTION 7. Extra men employed between April 1st and October 1st, shall not be considered as regular employees, and shall be entitled to temporary employment only. Such extra help shall obtain a Permit Card from Local Union No. 180 before starting to work. The employment of such extra help shall not cause any lay-off to the Union men.

A Permit Card is good for one month only, but can be renewed again, excepting when a regular good standing member of the International Union of United Brewery Workmen reports for work, then the last permit card man put to work shall at the last day of the month upon which his Permit card expires be laid off and the regular Union man shall take his place.

SECTION 8. Permit Card help who are employed for their second consecutive season in the business shall receive the same wages as permanent help.

SECTION 9. Permit Card men who have worked longest as temporary help shall be entitled to the first opportunity at regular employment, providing no Union man is out of work.

SECTION 10. Each employee shall be promoted in his turn, providing there is a vacancy. The oldest union employee in the respective establishment shall be given preference, providing the employee has the ability.

SECTION 11. Services done by employees in the interest of or for the benefit of the Union shall not be considered as cause for discharge or discrimination, but the foreman shall be notified that the employee shall be absent.

SECTION 12. Overtime, with the exception of Sundays and Holidays, shall be paid for at the rate of 50 cents per hour. For work on Sundays and Holidays, the help shall be paid at the rate of double weekly wages. Inside employees cannot refuse to work overtime without a reasonable cause. Inside employees shall receive an equal share of overtime work and shall not be compelled to work after 10 o'clock P.M.

SECTION 13. Any employee desiring to leave shall give notice of such intention to employer or foreman, and in case it shall be necessary on the part of said employer, it will be his right to demand of such employee seven days for the purpose of filling the vacancy, and in turn, the employer or foreman shall allow the employee, when discharged to stay at work a week longer, except in case of gross misconduct, such as drunkenness, disobedience and dishonesty.

SECTION 14. No help shall be employed who are under the legal age limit.

SECTION 15. All building or repairing shall be done by men belonging to a union of their respective craft, when such men are available.

SECTION 16. Minimum wages: Beer bottlers and power filling machine operators, \$19.00 per week; Drivers, \$21.00 per week; Drivers' Helpers, \$16.00 per week; Helpers on teams handling larger than one-half barrels, \$18.00 per week; Stablemen, \$17.50 per week; General Helpers, \$17.00 per week; Chauffeurs, \$21.00 per week; Labeler hands, \$12.00 per week and they shall be confined to their own work.

SECTION 17. Former higher wages cannot be reduced.

SECTION 18. Employees shall use only union made bottles when such are obtainable.

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Union made materials and machinery shall be given the preference in all purchases for the bottling establishments, when obtainable.

SECTION 19. Proprietors of Bottling Establishments, when purchasing ale, porter or lager shall make provision that it shall bear the union label.

SECTION 20. This contract shall remain in force from March 1, 1916 to March 1, 1919, and will also remain in force until succeeding contract is signed.

SECTION 21. In stores where the trade does not warrant the employment of a clerk and where no clerk was employed previous to July 1, 1913, and where a member of Local 180 has been acting in the double capacity of clerk and bottler or driver, they may continue to do the same.

Arbitration Clause. — Cases of grievances or differences between employers and employees including the discharge of men, if same cannot be settled by the representatives of the Union and the employer, shall be submitted to arbitration as hereinafter described: Within ten days after request for arbitration by either side, a special committee consisting of five (5) members, two (2) appointed by the employer, two (2) appointed by the Union, these four selecting the fifth, who shall neither be interested in the brewery or bottling industry, nor be a member of any labor organization, shall organize and begin hearings forthwith, decision to be made as promptly as possible; otherwise the arbitration shall be transferred immediately to the State Board of Conciliation and Arbitration. Both the employer and the Union shall abide by the decision of said special arbitration committee, or State Board of Conciliation and Arbitration, as the case may be, and pending such decision no strike or lockout shall be declared. This contract is to remain in force until next contract is signed by Proprietors.

In case a man is discharged by the employer he shall remain at work until such time as an arbitration board shall decide on the case. If the employer does not want the man to remain at work while the case is pending and the employee wins his case he shall be paid full time for his time lost.

Indorsed by the Joint Local Executive Board of Worcester, Mass.

.....
Secretary.

Indorsed by the Joint Local Executive Board International Union of United Brewery Workers of America, Cincinnati, Ohio, Feb. 8, 1916.

.....
International Secretary.

BREWERY WORKMEN.

Agreement between Proprietors of Boston Breweries and Local Unions 14 and 29, International Union of the United Brewery Workmen of America, of Boston, March 1, 1917 to March 1, 1919.

ARTICLE 1.

None but members of the International Brewery Workmen's Union, in good standing of Local Unions 14 and 29, shall be employed in the manufacturing of beer, ale or porter, handling or delivering of same, hauling of empty packages and materials used in manufacturing, except in cases of emergency, when the employer is obliged to make immediate deliveries of ale, beer or porter, or in case the employer is in immediate need of material used in the manufacturing or of empty packages, he shall have the right to employ outside teams to so deliver, handle or haul such ale, beer, porter, material or empty packages, provided the drivers of such teams shall be members in good standing of any recognized teamsters' union. When the union has been applied to and cannot furnish outside men to equip teams, employers may put inside men temporarily on teams. Material purchased on the terms F. O. B. brewery premises, shall be exempt from the provisions of this article.

Brewery Workmen.**ARTICLE 2.**

In case of sickness of, or accident to any employee, he shall be entitled to employment in his former capacity when he is able to perform his duties, provided he applies within six months, but any man injured in discharge of his regular duties shall be entitled to employment in his former capacity when he is able to perform his duties.

ARTICLE 3.

Extra help may be employed when needed, and shall not be considered as regular employees, but any extra man who works five (5) months continuously in any plant, shall be entitled to lay off one (1) week with the regular men in said plant. Any man who works six (6) months in succession shall be considered a regular employee, and entitled to alternate with the regular men.

ARTICLE 4.

In case of slack business as many men as necessary may be laid off in equal rotation, not longer than one week at a time without exception.

ARTICLE 5.

Each workman shall have the right to board and live where he chooses, and no help shall be hired on the recommendation of customers.

ARTICLE 6.

Extra work done in and around the breweries shall be performed only by union men of their respective crafts.

ARTICLE 7.

Services done by employees in the interest of, and for the benefit of the Union, except where it interferes with the duties of the employees, shall not be cause for discrimination or discharge.

ARTICLE 8.

No teamster or truck driver shall be required to deliver hogsheads alone and assistance shall be given to teamster in the delivering of barrels on route. Not more than twenty (20) halves shall be delivered to any licensed premises without a helper and when packages have to be lifted a helper shall be provided in all cases. No man shall be required to pile full halves in the brewery alone. Helpers shall remain with the driver until both return to said brewery by whom they are employed. Drivers of teams and trucks shall be provided with suitable protection against the weather.

ARTICLE 9.

When men have to change from cold to warm departments and vice versa, they shall be allowed time to change their clothes. A suitable place shall be provided for all men to dry and change their clothes, and when men are obliged to wash the Condensers or wash Tanks or Kettles where the use of strong solutions for washing purposes are necessary they shall be furnished with suitable clothing.

ARTICLE 10.

Only union made malt shall be contracted for to manufacture beer, ale or porter. Union made materials and machinery shall be given preference.

Brewery Workmen.**ARTICLE 11.**

One apprentice shall be allowed for every twenty-five men, or a fraction thereof, employed inside the breweries; such apprentice shall be instructed for two years in all the branches of the trade, and he shall become a member of the Union upon entering his apprenticeship. No apprentice shall work longer than this agreement stipulates. The apprentice shall not be less than eighteen (18) nor more than twenty (20) years of age, and shall receive for the first year the sum of sixteen (16) dollars per week and for the second year eighteen (18) dollars per week.

ARTICLE 12.

Eight in nine consecutive hours shall constitute a day's or night's work for all men in the brewery, one hour being allowed for breakfast or dinner. Nine in ten consecutive hours shall constitute a day's or night's work for all men in the stable department, from May 1st to November 1st. Eight in nine consecutive hours shall constitute a day's or night's work from November 1st to May 1st, including men on teams and automobiles, one hour being allowed for breakfast or dinner. The regular day's work shall not commence before 7 o'clock A.M. unless in case of necessity. No man shall refuse to go to work before 7 A.M. if requested. Six (6) days or six (6) nights shall constitute a week's work.

ARTICLE 13.

On Sunday, work shall be entirely suspended, unless absolutely necessary, and in case of such necessity sixty (60) cents per hour shall be allowed for each hour. Regular work done on Sunday shall not be considered as Sunday work and shall be paid at the rate of \$4.00 per day. Stablemen working seven days shall receive pay for same in accordance with the two first sentences of this article, by the day or hour as the case may be. Harnesses and wagons shall be cleaned when necessary during working hours.

ARTICLE 14.

On legal holidays and election days, work shall be paid for at the rate of sixty (60) cents per hour unless a full day's work is done when regular rates shall be paid.

ARTICLE 15.

First man in cellar, at the rate of \$22.50 per week.

First man in fermenting room, at the rate of \$22.50 per week.

First man in brewhouse, at the rate of \$22.50 per week.

First man in washhouse, at the rate of \$22.50 per week.

Men in cellar and fermenting room, at the rate of \$20.50 per week.

Men in wash house, at the rate of \$20.50 per week.

Men in brewhouse, at the rate of \$20.50 per week.

Night or day men in the brewery, eight hours, six nights or days, at the rate of \$20.50 per week.

Night or day men in stable 8-9 hours, six nights or days, at the rate of \$21.00 per week.

Route drivers, 8-9 hours, at the rate of \$22.00 per week.

Depot drivers, 8-9 hours, at the rate of \$21.00 per week.

All depot drivers shall receive route drivers' wages when delivering to saloons half a day or more.

Helpers, 8-9 hours, on teams, at the rate of \$19.00 per week.

First stableman, 8-9 hours, at the rate of \$21.00 per week.

Other men in stable, 8-9 hours, at the rate of \$19.50 per week.

Brewery Workmen.

If the regular stableman works seven days or nights at his option, \$4.00 shall be paid for the extra day or night.

Other men working in breweries, not classified in above departments, shall receive \$20.50 per week.

In the driving of motor trucks chauffeurs only shall be employed who hold licenses issued by the Massachusetts Highway Commission and drivers and helpers regularly employed shall have the preference and they shall be paid regular route drivers' wages, provided, however, that after three months steady employment as chauffeurs they shall receive \$1.00 more per week.

ARTICLE 16.

Trip helpers shall be hired by the day, and any helper driving a team for half a day shall receive drivers' wages.

ARTICLE 17.

In the cellar, brew house, fermenting room, wash house and stable, one man shall be considered the head of the respective department, and shall receive pay accordingly.

ARTICLE 18.

Permanent employees and extra men shall do whatever work may be required of them but in performing duties other than the regular work for which they are employed, they shall be paid the schedule rates for the work performed, but in no such case shall the pay be reduced. No division of time shall be made for less than half a day. No outside man shall be required to work in cellar, fermenting room, mash floor, or to wash casks. In cases of double brewings, the man doing the second brew shall be entitled to the first man's wages while on this work.

ARTICLE 19.

When required to work overtime the pay shall be at the rate of sixty (60) cents per hour; no man shall refuse to work overtime. All men in their respective departments shall have equal shares of same as far as possible. Reasonable notice for all absence from work shall be given.

ARTICLE 20.

Pay day shall be weekly, and when pay day shall fall on holidays or on election days, the men shall be paid the day previous.

ARTICLE 21.

Every man discharged by a subordinate officer, shall, if he so desires, be given a hearing by the proprietor, president or general manager. At such hearing the business agent of the union may be present.

ARTICLE 22.

Cases of grievances or differences between employers and employees, including the discharge of men, if same cannot be settled by the representatives of the Union and employer, shall be submitted to arbitration as hereinafter described, within ten days after request for arbitration by either side, a special committee consisting of five members, two appointed by the employers, two appointed by the Union, but in no case shall a representative of the brewery involved be represented on the Board of Arbitration nor shall the business agent of the union involved be eligible to serve on the Board of Arbitration.

Brewery Workmen.

These four shall select the fifth, who shall neither be interested in the brewing industry nor be a member of any labor organization, shall organize and begin hearings forthwith, decision to be made as promptly as possible; otherwise the arbitration shall be transferred immediately to the State Board of Conciliation and Arbitration. Both the employer and the union shall abide by the decision of said special arbitration committee, or State Board of Conciliation and Arbitration, as the case may be, and pending such decision no strike or lockout shall be declared.

ARTICLE 23.

No employee shall be required to work at varnishing, without the necessary safety appliances being furnished and utilized. No members of Brewery Workers' Unions 14 or 29 shall be required to clean out flue ashes from the boilers.

ARTICLE 24.

This contract is to take effect March 1, 1917, and remain in force until March 1, 1919, and continue annually unless notice has been given by either party thereto three months before the first of March of any year and specifications of the proposed changes shall be submitted at least sixty days prior to March 1st.

For the Committee representing Unions 14 and 29.

.....
For Local Union 14.

.....
For Local Union 29.

Committee representing the Brewery Proprietors of Boston.

BRICKLAYERS AND PLASTERERS.

Agreement between Master Masons' Association of Brockton, and Bricklayers' and Plasterers' Union No. 5 of the Bricklayers', Masons' and Plasterers' International Union of America. — In effect July 20, 1917.

• WORKING RULES.

SECTION 1. Eight hours shall constitute a day's work. The working hours shall be from 8 A.M. to 12 M. and from 1 P.M. to 5 P.M. except on Saturday when the working hours shall be from 8 A.M. to 12 M. But the men may work from 12.30 P.M. to 4.30 P.M. all the year by mutual consent.

SECTION 2. Eight hours shall constitute a night's work which shall commence at 7 P.M. when two gangs are employed; when three gangs are employed one shift may follow the other immediately, and in that way the work may be continuous.

SECTION 3. When work is carried on in two or three shifts, the men working eight hours each, then only single time shall be paid for both night and day work during week days, and double time for Sundays and holidays.

SECTION 4. All overtime shall be paid for at double rates. Overtime means all time between 12 M. on Saturday and 8 A.M. on Monday, also all time between 5 P.M. and 8 A.M. on all other days, and the following holidays: Memorial Day, Independence Day, Labor

Bricklayers and Plasterers.

Day, Columbus Day, Thanksgiving Day and Christmas Day. No contractor shall work his men overtime except in case of actual necessity.

SECTION 5. Double time shall be paid on all repair work on boilers, coal, gas retorts and ovens at all times, excluding new boilers.

SECTION 6. The minimum rate of wages shall be seventy (70) cents per hour. Wages shall be paid weekly in full on the job before the regular quitting time.

SECTION 7. All over a five (5) cent car fare shall be paid by the contractor on jobbing.

SECTION 8. No journeyman bricklayer or plasterer shall work for anyone outside of regular contractors, without getting the regular contractor's prices, nor use any material furnished by anyone not a General Contractor or Master Mason except material on hand.

SECTION 9. None but members of the Bricklayers', Masons' and Plasterers' International Union shall be allowed to do any mason work of any kind except he be a mason contractor. When there are two or more men in a firm not more than one can work on the same job.

SECTION 10. All foundations and walls either of brick or concrete shall be constructed under the supervision of a practical mason.

SECTION 11. The cutting of all windows and door openings in brick or tile walls, bedding of all iron plates, setting of all stone trimmings where set on or covered by brick, cutting and setting of all terra cotta in brick buildings, laying and finishing the top coat of cement floors, building of fire places, setting tile, running cornice, putting up centre pieces, handfloating, and all other work defined in the constitution of the Bricklayers', Masons' and Plasterers' International Union as masonry or plastering shall be done by a member of Bricklayers', Masons' and Plasterers' International Unions. Also the building of all stagings about brick buildings and chimneys that masons are required to work on, shall be in charge of a practical mason or foreman.

SECTION 12. Each contractor or firm shall be allowed one apprentice to serve three years. After said apprentice has completed two and one-half years' apprenticeship said contractor or firm will be permitted to employ another apprentice. This section is subject to the apprentice rules of the Bricklayers' and Plasterers' Union No. 5 of Massachusetts.

SECTION 13. That the union shall not have anything to do with the Building Trades Council for fifteen years.

SECTION 14. That where a contract is left unfinished for reason that the contractor has not been paid as per agreement; that no other union man of the Bricklayers' and Plasterers' Union No. 5 of any other contractor will have the right to finish the said contract.

Adopted at a meeting of the Joint Arbitration Board held on Friday evening, July 20, 1917.

Master Masons Association.

Bricklayers' and Plasterers' Union No. 5.

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Chairman.

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Secretary.

Joint Arbitration Plan between the Master Masons' Association of Brockton and Bricklayers' and Plasterers' Union No. 5 of the Bricklayers', Masons' and Plasterers' International Union of America. — Adopted August 4, 1913.

1. ARBITRATION BOARD.

Both parties hereto agree that they will at their annual election each year elect an Arbitration Committee to serve for one year or until their successors are elected and qualified. In case of removal or disqualification of a member, such vacancy shall be filled by the Association or Union at its next regular meeting.

Bricklayers and Plasterers.**2. NUMBER OF MEMBERS.**

The Arbitration Committee for each of the two parties hereto shall consist of five members; and they shall meet not later than the fourth Thursday of January each year in joint session, when they shall organize a Joint Arbitration Board by electing a President, Secretary, Treasurer and Umpire.

3. QUALIFICATIONS OF MEMBERS OF ARBITRATION BOARD.

No member who is not actively engaged in the Mason Trade, or who holds a political office, shall be eligible to act as representative on the Joint Arbitration Board; this clause, however, may be waived by unanimous consent of the Joint Arbitration Board.

4. UMPIRE.

An umpire may be selected who is nowise affiliated or identified with the building industry, and who is not an employee or employer of labor, nor an incumbent of a political elective office.

5. POWER OF BOARD.

The Joint Arbitration Board shall have full power to enforce this Agreement entered into between the parties hereto, and to make and enforce all working rules governing both parties. No strikes or lockouts shall be resorted to pending the decision of the Joint Arbitration Board, nor shall any member of the Union leave the work of any Contractor before the matter in dispute is brought before the Joint Arbitration Board for settlement and adjusted.

6. RULES FOR PROCEDURE.

When a dispute or grievance arises between a journeyman and his employer (parties hereto) or an apprentice and his employer, the question at issue shall be submitted in writing to the Presidents of the two organizations, and upon their failing to settle it, the matter shall then be submitted to the Joint Arbitration Board, who shall hear the evidence and decide in accordance therewith. All verdicts shall be decided by majority vote, by secret ballot, and be final and binding on both parties. If the Joint Arbitration Board is unable to agree, the Umpire shall be requested to sit with them, and, after he has heard the evidence, cast the deciding vote.

7. POWER TO SUMMONS MEMBERS.

The Joint Arbitration Board has the right to summons any member or members affiliated with either party hereto, against whom complaint is lodged for breaking this Joint Arbitration Agreement or Working Rules, and also appear as witnesses. The summons shall be handed to the President of the Association or Union to which the member belongs, and he shall cause the member or members to be notified to appear before the Joint Board on the date set. Failure to appear when notified, except (in the opinion of the Board) valid excuse is given, shall also subject a member to be charged to his or their respective organization with the evidence collected in the case, and if either organization judges the member or members guilty, an assessment shall be levied in accordance with the code of penalties provided for in the laws of either organization. Should any assessment not be paid within sixty days from the date of decision, the member or members shall stand suspended until paid, and the Joint Arbitration Board shall cause a suspension decree to be read by the Presidents of both the Association and Union at their next regular meeting. No one who has been suspended from membership in the Association or Union for neglect or

Bricklayers and Plasterers.

refusal to abide by the decision of either Organization, can be again admitted to the membership except by paying his assessment, or by unanimous consent of the Joint Arbitration Board, in accordance with the laws of either organization.

8. DIVISION OF ASSESSMENTS.

All assessments levied by the Joint Arbitration Board and collected during the year shall be equally divided between the two parties hereto by the Joint Arbitration Board at the last regular meeting in December.

9. NO LIMITATION OF WORK.

There shall be no limitation as to the amount of work a man shall perform during his working day. Men employed in this trade shall each do a fair and honest day's work.

10. UNRESTRICTED USE OF MACHINERY AND TOOLS.

There shall be no restriction of any manufactured material. Any material may be used, no matter where or by whom it is made, except prison made, and such material placed as "unfair" upon the official list of the Bricklayers', Masons' and Plasterers' International Union of America, of which notice shall be given to the Master Masons' Association; such notice not to affect material already delivered upon any job, or contracted for.

11. NO INTERFERENCE WITH WORKMEN.

No person shall have the right to interfere with the workmen during working hours. No person shall have the right to give orders to the men during working hours on the building or job, except the employer or his foreman. The Presidents, or their representatives carrying proper credentials, shall be allowed to visit a job during working hours to interview the Contractor, steward or men at work, but they shall in no way hinder the progress of the work. The Steward or Deputy on any job shall not be discharged for inquiring after the cards of men while working on the job of any Mason Builder.

12. RIGHT TO EMPLOY.

Employers are at liberty to employ and discharge whomsoever they see fit, but all workmen shall be paid the full wages agreed upon in this trade under all circumstances.

13. QUORUM.

Seven members shall constitute a quorum in the Joint Arbitration Board, but the Chairman of each of the two Arbitration Committees shall have the right to cast a vote in the Joint Arbitration Board for any absent member of his committee.

14. CHANGE IN WORKING RULES.

Any change in the working rules shall be made some time before the first of January, and notice of same shall be made at least three months before and take effect April 1.

The foregoing plan of Arbitration with working rules was adopted by the Joint Arbitration Board at a meeting held on Monday evening, August 4, 1913.

Master Masons' Association.

Bricklayers' and Plasterers' Union No. 5.

.....Chairman.

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.....Secretary.

CARPENTERS.

Agreement between Master Builders and Local Union No. 351, United Brotherhood of Carpenters and Joiners of America, of Northampton, May 1, 1917 to May 1, 1918.

That Master Builders agree to employ none but union men and that preference shall be given to members of Local 351.

The minimum wage shall be 50c per hour. Overtime, time and one-half: Sundays and holidays, double time.

The hours of labor shall be from 8 A.M. to 12 M. and from 1 P.M. to 5 P.M., from April 1st to November 1st, and from 8 A.M. to 12 M. and 12.30 P.M. to 4.30 P.M., from Nov. 1st to April 1st, except on Saturdays, when the hours shall be from 8 A.M. to 12 M. Emergency cases excepted.

Carfare shall be paid by the contractor to and from any job outside the center.

Contractors employing a teamster shall have the right to work him with union men, providing he does not use tools.

A contractor employing two or more journeymen is entitled to an apprentice, between the ages of 17 and 22 years.

After an apprentice has served two years the contractor has a right to take another.

Contractors will notify Local 351 when an apprentice is taken on.

The following days are the holidays agreed upon: Memorial Day (May 30), July 4, Labor Day, Thanksgiving and Christmas.

Journeymen going to work out of town shall have weekly transportation charges paid.

The Business Agent shall have the privilege of visiting all jobs at any time.

This Agreement shall take effect May 1st, 1917 and hold good until May 1st, 1918.

If a change is desired, the party wishing the change shall notify the other party before Jan. 1st.

Signed for Master Builders,

Signed for Local 351,

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.....Business Agent.

CLERKS — RETAIL.

Agreement between Local Union No. 605, Retail Clerks' International Protective Association, of Brockton, and Employers, March 1, 1914 to March 1, 1917.

This agreement, mutually entered into this.....nineteen hundred and....., by and between the Retail Clerks' International Protective Association, through their authorized agents,.....as President of Local 605, and.....as Recording Secretary of Local 605, of the city of Brockton, State of Massachusetts, as parties of the first part, and.....of said city of Brockton, as parties of the second part:

WITNESSETH, That the said parties of the first part in consideration of the covenants and agreements hereinafter mentioned and mutually agreed upon by all parties to be kept, done and performed, do hereby lease for a period of three years, to the said parties of the second part, one Union Store Card, the property of and issued by the Retail Clerks' International Protective Association.

Parties of the second part agree to retain in their employ only members, or those who if eligible, will become members within thirty (30) days from the date of their employment, of Local No. 605, Retail Clerks' International Protective Association.

Parties of the second part agree that their stores shall open at 8.30 A.M. on all working days, excepting Saturdays at 9 A.M., and close at the following time: — all day on the following legal holidays: Washington's Birthday, Patriots' Day, Memorial Day, July 4th, Labor Day, Columbus Day, Thanksgiving Day and Christmas Day (if any of the above

Clerks — Retail.

fall on Sunday then to be observed on Monday); should holidays fall on Wednesday or Saturday, stores to be open the night previous, opening and closing hours to be as Wednesday and Saturday; at 6 o'clock P.M. on Monday, Tuesday, Thursday and Friday not specified above; at 9 o'clock P.M. Wednesday and at 9.30 o'clock P.M. Saturdays not specified above, save and excepting one week immediately preceding Christmas, during which week parties of the second part may close their stores at their own discretion.

At 12 o'clock M. Tuesdays during July and August and the three first Tuesdays in September, excepting the first Tuesday in July.

Each clerk to be given one day or its equivalent during the Brockton Fair.

The minimum weekly wage of a sales person shall be seven dollars (\$7.00), provided, however, this provision shall not be construed to affect apprentices in the millinery trade.

This agreement shall remain in force until March 1st, 1917. Should either party desire to alter, amend or annul this agreement, it shall give a written notice thereof to the other party three months before expiration of the agreement, and if the parties fail to give such notice, the agreement shall continue in force for another year, and so on from year to year until such notice is given.

Parties of the second part agree that no member of Local 605, above referred to, shall suffer any loss of wages on account of this agreement.

Parties of the second part agree that they will not use trading stamps, so-called.

It is further agreed by all parties that the interest of each shall be mutually taken care of and advanced, and that any violation of the foregoing stipulations shall be sufficient cause for the surrender of the Union Store Card.

Retail Clerks' International Protective Association,

By.....

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CLERKS — WHOLESALE WINE.

Agreement between the Wholesale Liquor Dealers of Worcester, and the Wholesale Wine Clerks' Union of Worcester, January 1, 1916 to January 1, 1919.

This agreement, made and entered into this.....day of.....
 191 by and between the Wholesale Liquor Dealers of Worcester, Mass., parties of the first part and the Wholesale Wine Clerks' Union of Worcester, Mass., parties of the second part.

WITNESSETH: —

ARTICLE I. This agreement shall go into effect January 1, 1916, and shall remain in effect until January 1, 1919.

ARTICLE II. SECTION 1. Fifty-six (56) hours shall constitute a week's work for clerks; the arrangement of hours to be left to mutual agreement between employers and employees.

SECTION 2. Fifty-four (54) hours shall constitute a week's work for rectifiers; the arrangement of hours to be left to mutual agreement between the employers and employees.

ARTICLE III. SECTION 1. All overtime shall be paid for at time and one-half the regular rate of wages. All labor performed on Sundays and legal holidays shall be paid for at double the regular rate of wages.

SECTION 2. Legal holidays shall be Washington's Birthday, Patriots' Day, Decoration Day, Fourth of July, Labor Day, Columbus Day, Thanksgiving Day and Christmas, State and City Election Days.

Clerks — Wholesale Wine.

SECTION 3. A member shall not be requested to work on Labor Day. It is understood and agreed that members of local 843 shall be paid for all holidays. However, in weeks where holidays occur it is agreed that employees shall work 56 and 54 hours, respectively.

ARTICLE IV. SECTION 1. Members of this organization shall be known as Clerks and Rectifiers. Any member not designated as a "Rectifier" shall be classified and rated under the general term "Clerk."

SECTION 2. Any employee that acts as a clerk, or in any way does the work of a clerk, or any regular employee who may be designated to do work usually done by a clerk, shall come under the jurisdiction of this organization and must be a member thereof in accordance with constitution and by-laws of this union. It is understood and agreed, that all men working Saturdays and days before holidays shall be allowed to continue same, providing they file applications and are accepted into membership of local 843. It is also understood that they will continue the same work for one year, before they can accept a steady position.

SECTION 3. Any male employee whose work does not bring him under the compulsory jurisdiction of the party of the second part, may if he so desires, be admitted to membership in this Union in accordance with the Constitution and By-Laws.

ARTICLE V. SECTION 1. The minimum rate of wages for a full week's work (Clerks 56 hours and Rectifiers 54 hours), shall be: Clerks (one year's experience), \$17.00 until Jan. 1, 1918, \$18.00 from Jan. 1, 1918 to Jan. 1, 1919; new clerks, \$14.00 until Jan. 1, 1918, \$15.00 from Jan. 1, 1918 to Jan. 1, 1919; rectifiers, \$19.00 until Jan. 1, 1918, \$20.00 from Jan. 1, 1918 to Jan. 1, 1919; head rectifiers, \$25.00 until Jan. 1, 1918.

SECTION 2. It is agreed by the party of the first part that all men now in their employ receiving wages in excess of the minimum provided for in this agreement shall receive no reduction in their present rate of wages.

SECTION 3. If any additional temporary help as a helper or laborer is needed in rectifying room employers may designate clerks to act.

SECTION 4. A Head Rectifier is understood to be the man who makes prices and gives formulae.

ARTICLE VI. SECTION 1. Members to be considered regular employees must be employed at least one year at their present establishment.

SECTION 2. Men who have worked longest as temporary help shall be entitled to the first opportunity for regular employment.

SECTION 3. When business necessity requires the laying off of employees, the employer may arrange with the men to lay off impartially, and in turn, and no employee shall be allowed to work overtime while regular employees are laid off.

SECTION 4. The party of the first part hereby agrees not to discriminate in any manner whatsoever against any member of this Union who may be assigned to act in any capacity for this Union.

ARTICLE VII. All building repairing and work done about the premises shall be done by men belonging to the union of their respective craft, when such men are obtainable.

ARTICLE VIII. SECTION 1. The party of the first part hereby agrees to employ only members in good financial standing of the party of the second part, and further agrees when in need of men and unable through their own efforts to find members of this Union, to apply to the party of the second part, and if after twenty-four (24) hours the party of the second part is unable to supply men who have previously been employed by a wholesale liquor dealer of Worcester, Mass., the party of the first part shall be allowed to employ men who, if competent, shall become a party to this agreement.

SECTION 2. It is understood and agreed that the Union will furnish men that are trustworthy and competent; if not, the dealer will proceed as if the Union failed to furnish men within the required time.

Clerks — Wholesale Wine.

ARTICLE IX. Cases of grievances and differences between employers and employees, excepting the discharge of help, if same cannot be settled by representatives of the Union and the employer, shall be submitted to arbitration as hereinafter described. Within ten days after request for arbitration by either side a special committee consisting of five (5) members, two (2) appointed by the Employers, (2) appointed by the Union, these four (4) selecting the fifth, who shall neither be interested in the brewing or liquor industry nor be a member of any labor organization, shall organize and begin hearings forthwith, decision to be made as promptly as possible; otherwise the arbitration shall be transferred immediately to the State Board of Conciliation and Arbitration. Both the employer and the Union shall abide by the decision of said special committee or the State Board of Conciliation and Arbitration, as the case may be, and pending such decision no strike or lockout shall be declared.

ARTICLE X. Sickness shall not be a cause for discharge. After recovering the employee shall resume his former position.

ARTICLE XI. SECTION 1. In the event of any change being desired by either party to this agreement, notice of said change shall be served on the other party between Jan. 1st and Jan. 15th; if no changes are desired, this agreement shall continue in force from year to year, subject to the same notice between Jan. 1st and Jan. 15th of each succeeding year.

SECTION 2. In the event of a new agreement being requested as per Sec. 1 of this Article, and if it is not accepted and signed at the expiration of this agreement, the members shall continue to work during negotiations, with the understanding that all conditions provided for in the new agreement shall date back to the expiration of this one.

ARTICLE XII. Members of Local 843 are not required to mop or scrub floors or clean windows.

ARTICLE XIII. No women shall be allowed to do any work that comes under the jurisdiction of Local 843.

ARTICLE XIV. To be considered a union house, a clerk or clerks of Local 843 must be employed, with the exception of the houses that come under the following clause. In stores, where the trade does not warrant the employment of a clerk, and where no clerk was employed previous to July 1, 1913, and where a member of Local 180 has been acting in the double capacity of clerk and driver, they may continue to do the same.

ARTICLE XV. It is agreed that all increases in wages under this agreement shall be made from January 1, 1916.

ARTICLE XVI. Out of work members shall be given preference of all extra work, excepting in stores that come under Art. 4, Sec. 2.

ARTICLE XVII. In case of promotion, the oldest member shall be given preference, providing he can qualify.

Signed Party First Part.....

Signed Party Second Part

Wholesale Wine Clerks' Union

COMPOSITORS.

Contract, Scale of Wages and Arbitration Agreement between the Boston Typothetae and Union Shop Employers not members of Boston Typothetae and Boston Typographical Union No. 13, April 1, 1916 to March 31, 1921.

CONTRACT AND SCALE OF WAGES APPLYING TO BOOK AND JOB SHOPS, WEEKLY NEWSPAPERS AND SUBURBAN DAILY NEWSPAPER OFFICES.

CONTRACT.

Made and entered into this twenty-ninth day of March, 1916, by and between the Boston Typothetae, for through authorized representatives, the party of the first part, and Boston Typographical Union No. 13 (a subordinate union chartered by and under the jurisdiction of the International Typographical Union, whose headquarters are at Indianapolis, Indiana), by the officers duly authorized to act in its behalf, party of the second part:

WITNESSETH, That from and after April 1, 1916, and for a term ending March 31, 1921, and such reasonable time thereafter (not exceeding 60 days), as may be required for the negotiation of a new agreement, the establishment represented by the party of the first part agrees to employ as journeymen in its composing room none but members of Boston Typographical Union No. 13, and agrees to observe the conditions imposed by the Constitution and By-laws of the aforesaid organization, the Constitution and By-laws of the International Typographical Union (copies of which are hereunto attached and made part of this agreement), and the conditions and scale of wages accompanying this agreement. And it is further agreed that aforesaid Constitution and By-laws may be amended by said party of the second part; provided, however, that such change does not in any way conflict with the terms of the Scale of Wages appended and rules as set forth in this contract.

It is agreed by the said party of the second part, that, for and in consideration of the covenants entered into and agreed to by the said party of the first part, said party of the second part shall at all times during the life of this agreement, faithfully strive by all means within its power to furnish printers capable of performing the work required in the composing room of the party of the first part; provided, however, if the party of the second part is unable to furnish such help, the party of the first part may employ such other help as is needed provided they immediately make application for membership in Boston Typographical Union No. 13.

A joint standing committee of two representatives shall be appointed by each party to this agreement, and in case of vacancy, absence, or refusal of any such representative to act, another shall be appointed in his place, to whom shall be referred all questions which may arise as to the Scale of Wages and working conditions not specifically provided for in this contract.

Should the joint committee be unable to agree, within fifteen full working days after raising of issue, then the matter shall be referred to the Board of Arbitration as provided for in the Arbitration Agreement hereto appended.

Boston Typographical Union No. 13, reserves the right for its members to refuse to execute all struck work received from or destined for unfair printing employers or publications.

SCALE OF WAGES — DAY WORK.

SECTION 1. All journeymen employed on hand work, and proofreaders, shall receive the following rate of wages: From October 2, 1916 to July 1, 1918, not less than \$22.00 per week of 48 hours. On and after July 1, 1918, not less than \$23.00 per week of 48 hours.

SECTION 2. Operators and Machinists employed on Linotype, and all other typesetting or typesetting machines, except as provided for Monotype work in Section 3, shall receive the following rate of wages: From October 2, 1916 to July 1, 1918 not less than \$24.00 per

Compositors.

week of 48 hours. On and after July 1, 1918 not less than \$25.00 per week of 48 hours. Operators called off machines to perform other work shall receive machine rates when such services are for less than one week.

SECTION 3. Operators and machinists employed on Monotype Machines shall receive the following rate of wages: From October 2, 1916 to July 1, 1918 not less than \$22.00 per week of 48 hours. On and after July 1, 1918 not less than \$23.00 per week of 48 hours.

SECTION 4. Eight hours shall constitute a day's work. Provided that Chapels may, by agreement with employers, arrange for the Saturday half-holiday. Not more than 45 minutes shall be worked in excess of eight hours on any day for this purpose. All time worked in excess of above shall be paid for at overtime rates. When an office is closed all day Saturday (legal holidays occurring on Saturday excepted), all time worked in excess of eight hours on any day of same week shall be paid for as overtime.

SECTION 5. Any member employed less than a full week in an office whose employees work more than 8 hours a day to make up the Saturday half-holiday shall be paid overtime for all time worked in excess of 8 hours in any one day.

SECTION 6. The hours of labor shall be between 7.30 A.M. and 6.00 P.M., and shall be continuous, with the exception of the lunch time, which shall not be less than one-half hour nor more than one hour in length.

SECTION 7. All work done by day force after regular hours of labor shall be overtime, and shall be paid for at the rate of time and one-half per hour. After 12 o'clock (midnight) until 7.30 A.M., double time. All Sunday and legal holiday (which shall include June 17th) work shall be paid for at the rate of double time. Sunday and holiday overtime work shall be paid for at double overtime rates.

SECTION 8. When overtime amounting to one and one-half hours or more is worked, one-half hour shall be granted for lunch time, immediately after regular schedule. Such half-hour shall be paid for as overtime.

SECTION 9. Any journeyman, when employed for 3 days a week or less, shall be paid at the rate of \$0.25 per day in excess of the regular scale, and shall receive not less than a day's work of 8 hours.

SECTION 10. The scale for hand and monotype machine work may be opened for adjustment January 1, 1920, by either party to this agreement giving sixty days' notice prior to January 1, 1920.

SCALE OF WAGES — NIGHT WORK.

SECTION 1. Concerns working a regular night force shall pay for same at the rate of \$26.50 per week from October 2, 1916, to July 1, 1918; \$27.00 per week from July 1, 1918, to expiration of this agreement. Overtime shall be paid for at time and one-half. Existing hours to remain the same.

SECTION 2. The hours of labor shall be continuous with the exception of the lunch time, which shall not be less than one-half hour nor more than one hour in length.

SECTION 3. Not more than five hours overtime may be worked in any one shift at time and one-half. Extra time worked beyond five hours shall be paid for at the rate of double time.

SECTION 4. Any journeyman, when employed for 3 nights a week or less, shall be paid at the rate of \$0.25 per night in excess of the regular scale, and shall receive not less than a night's work.

GENERAL PROVISIONS.

SECTION 1. All work shall be on a time basis.

SECTION 2. All wages shall be paid weekly and in cash. Any journeyman who is discharged shall receive all money due immediately.

SECTION 3. When journeymen resign their positions or work less than a day or night

Compositors.

through their own choice or by reason of illness they may be paid only for the actual time worked.

SECTION 4. Combination Operators on Monotype Machines and Machinist Operators on Linotype Machines shall receive not less than the regular Scale provided for Machine Operators and Machinists under the heading of Scale of Wages.

SECTION 5. On Monotype work a journeyman must be in charge of casters on each shift.

SECTION 6. Any member who by reason of advanced years or other causes may not be capable of producing an average amount of work may, by agreement between the employers and the Union, be employed at less price than is called for by the Scale.

SECTION 7. Journeymen learners on typesetting machines shall receive not less than \$15.00 per week for a period of 10 weeks; and an additional 5 weeks may be worked for not less than \$18.00 per week. At the expiration of such time they shall receive full rate of wages. The hours for learners shall be the same as those fixed for journeymen operators and no learner shall work more than 6 days in any one week.

SECTION 8. Employees shall strictly observe all reasonable rules of personal conduct adopted by their employers for observance in their shops. Said rules shall be conspicuously posted in the composing room.

SECTION 9. NEW AGREEMENT. — When a new wage scale and arbitration agreement are taken up they shall be negotiated by a joint committee representing Boston Typographical Union No. 13, Boston Typothetae and the Union Shop Employers not members of the Boston Typothetae.

APPRENTICE REGULATIONS.

Apprentices may be employed subject to the following regulations: —

(1) In offices employing three journeymen and up to ten, one apprentice; ten journeymen and under fifteen, two; fifteen journeymen and under thirty, three; thirty journeymen and under forty, four; forty or more journeymen at a proportion not exceeding one apprentice to every eight journeymen regularly employed. Provided that the Joint Apprentice Committee shall have full power and authority during the life of this agreement to increase or decrease the number of apprentices in any office. Offices employing less than three journeymen shall be permitted to employ an apprentice with the consent of the Joint Apprentice Committee.

(2) Apprentices shall not be less than sixteen years of age at the beginning of their apprenticeship, and shall serve a term of five years. The term of five years may be extended by the Joint Apprentice Committee when in its judgment conditions warrant an extension. All apprentices must be indentured and registered by Boston Typographical Union No. 13, the International Typographical Union and the.....

(3) In the first and second years an apprentice may be required to perform general work in the composing room, at the discretion of the foreman; in the third year an apprentice shall be employed at least four hours each day at composition and distribution; in the fourth year an apprentice shall be employed at least six hours each day at the intricate work of the trade; an apprentice in his fifth year shall be employed full time at the intricate work of the trade.

(4) The minimum scale of wages to be paid apprentices for the years stated shall be: Third year, first six months, \$10.00 and second six months \$11.00 per week; fourth year, first six months, \$12.00; second six months, \$14.00 per week; fifth year, first six months, \$16.00; second six months, \$18.00 per week.

(5) At the completion of the second year of their apprenticeship all apprentices, if competent, must be admitted as apprentice members of the union, and the Joint Apprentice Committee shall protect them against unfair discrimination and discharge.

Compositors.

(6) Beginning with the third year of apprenticeship the Secretary of Boston Typographical Union No. 13 shall grant the apprentice a card indorsed for each year's service.

(7) During the last six months of the fifth year of apprenticeship an apprentice may be permitted to learn the operation of typesetting and typecasting machines, and in such case shall be given opportunity to acquire knowledge of all classes of work on such machines.

(8) In no instance shall an apprentice be allowed to work overtime, except with regular journeymen.

JOINT APPRENTICE COMMITTEE.

A Joint Apprentice Committee, composed of two representatives of the....., and two members of Boston Typographical Union No. 13, shall be formed.

This committee shall see to it that all apprentices, before being indentured and registered, possess a complete grammar school education or its equivalent and are able to read manuscript intelligently.

The committee shall devise ways and means for the further education of the apprentice by continuation study, either in time off during the day or in night classes, at no loss of time to the apprentice.

The committee can require the apprentice to take a reasonable amount of home study so as to prepare himself for examination at the end of each period of his apprenticeship.

The committee shall outline the grade and classes of work apprentices shall follow from period to period, and shall require apprentices to appear for examination at the end of each period of their apprenticeship in order to qualify for increased wages as provided herein.

It shall be the duty of the employer to see that proper instruction is given to all apprentices whom he may employ in accordance with the recommendation of the Joint Apprentice Committee.

It shall also be the duty of the foreman and journeymen to teach apprentices the printing business, and the duty of the Joint Apprentice Committee to see that this is done. An apprentice may appeal to the Joint Apprentice Committee if he deems an injustice is done him.

The committee shall have full power and authority any time during the term of apprenticeship to cancel the indenture papers of an apprentice who does not show aptitude and proper qualifications for the work. Apprentices cannot leave the office of one employer and accept work in the office of another employer without the written consent of the Joint Apprentice Committee.

SANITARY REGULATIONS.

SECTION 1. All composing rooms shall be kept in a cleanly state and free from affluvia arising from any drain, lavatory, or other nuisance, and shall be provided, within reasonable access, with a sufficient number of toilet appurtenances for the use of persons employed therein.

SECTION 2. Composing rooms shall be so ventilated while work is carried on therein that the air shall not become so exhausted as to be injurious to the health of the persons employed therein, and shall be so ventilated as to render harmless so far as possible, all gases, vapors, dust or other injurious impurities generated in the course of the work carried on therein.

SECTION 3. Melting and refining pots (if located in the composing room), shall be hooded, piped and connected so as to carry off gases or vitiated air.

SECTION 4. Upon complaint of employees of any office that the operation of the Linotype or other typesetting machines or other causes, render a composing room unsanitary,

Compositors.

the complaint shall be considered and the remedy determined by duly agreed representatives of the parties of this agreement.

Signed for

Signed for Boston Typographical Union
No. 13 by

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.....
President.

By

.....
Secretary.

Approved by.....
Chairman Boston Typothetae.

Approved by.....
President I. T. U.

ARBITRATION AGREEMENT BETWEEN THE BOSTON TYPOTHETAE AND BOSTON TYPOGRAPHICAL UNION No. 13.

It is agreed between the Boston Typothetae, by.....

.....
constituting the duly authorized committee to act in its behalf, and the Boston Typographical Union No. 13, by.....

.....
constituting the duly authorized committee to act in its behalf as follows:—

On and after April 1, 1916, and until March 31, 1921, any member of the Boston Typothetae who is conducting a union composing room, and has entered into a wage scale agreement with Boston Typographical Union No. 13, shall be entitled to arbitration as set forth in the following agreement.

ARBITRATION AGREEMENT.

(A) In order to insure undisturbed peace in composing rooms and to promote prosperity in the printing industry and harmonious relations between employer and employees, it is hereby agreed by and between the employer whose signature appears below, Boston Typothetae, and Boston Typographical Union No. 13, by its president, that all differences and disagreements, affecting wages, hours and working conditions, arising between said employer and the members of said Typographical Union in his employ shall be settled by arbitration under the rules of the Code of Procedure herein set forth and hereto subjoined, when an amicable agreement cannot be reached by said employer or his representatives and the representatives of said Typographical Union.

(B) The laws of Boston Typographical Union No. 13 and Boston Typothetae, not affecting wages, hours, and working conditions, and the laws of the International Typographical Union and United Typothetae and Franklin Clubs of America, copies of which are appended hereto, and any proposition seeking to lengthen the working day to more than 8 hours, or 48 hours per week, shall not be subject to the provisions of this arbitration agreement. Provided that international or local laws enacted subsequent to the execution of this agreement or a local scale contract, shall not affect either contract during its life unless mutually accepted by the parties to this agreement.

(C) It is expressly agreed (1) by the said Typographical Union that all work performed by its members in the composing room of the employer shall continue without interruption pending proceedings looking to conciliation and arbitration; and (2) by the employer that the employment of members of the Typographical Union, the wages, hours of labor and working conditions prevailing in the composing room at the time the difference arises shall be preserved unchanged until a final decision of the matter at issue shall be reached.

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(D) All differences which cannot be settled by conciliation shall be referred to arbitration in the manner stipulated in this agreement.

(E) All differences arising under an existing written contract, or an oral understanding, which involve the application of this arbitration agreement, the Code of Procedure, or any clause or clauses in contracts, or the interpretation to be placed upon any part or parts, of any agreements, which cannot be settled by conciliation; and all disagreements arising in negotiations for a new scale of wages, or for hours of labor, or in renewing or extending an existing scale, or in respect to a contract, which cannot be settled by conciliation, shall be referred to a board of arbitration.

(F) The award of the board of arbitration shall in all cases include a determination of all issues involved; it shall cover the full period between the raising of the issues and their final settlement; any change in the wage scale may be made effective from the date the issue first arose at the discretion of the board. An award by a majority of the board shall be final, and shall be accepted as such by the parties to the dispute except as provided for in paragraphs (G) and (H).

(G) If either party to this agreement shall be dissatisfied with the decision of the board of arbitration, and is convinced that the decision was reached through a misunderstanding of some point or points involved in the controversy, or for gross error, application for a rehearing on the point or points concerned may be made to the board of arbitration, but notice thereof must be given to the other party in writing, stating the grounds on which said application for rehearing is based, within ten days after the rendition of the board's decision. The board shall meet within ten days after receiving such application for rehearing and shall review the points made therein and the answer of the other party, if any, and if deemed meritorious shall summon both parties before it for reargument within ten days from the time of said review. If not deemed meritorious, it shall so inform both parties in writing within three days, and the award shall stand.

(H) If misconduct, fraud or collusion is charged against the board by either party, notice thereof shall be given in writing to the other party within ten days after the award has been rendered, stating the nature of the misconduct, fraud or collusion. A new board shall then be selected within twenty days after such notice has been given, and a hearing of the charge shall be had by the new board within ten days after its selection. If the charge is sustained by the board, it shall notify both parties in writing within three days, and shall reopen and proceed with a retrial of the case within ten days after giving such notice. If the charge is not sustained, it shall so notify both parties in writing within three days, and the previous award shall stand.

(I) All expenses of the board of arbitration shall be divided equally between both parties to the controversy. The expenses of the parties to the arbitration shall be borne by themselves, and no expense incurred by one party shall be chargeable to the other party.

(J) It is agreed that an earnest and faithful effort at conciliation shall be made by both parties before arbitration is proposed. Failing in such efforts, arbitration shall be had forthwith.

(K) It is expressly understood that nothing herein contained shall prevent the negotiation of new scales of wages by either party to supersede scales of wages that may have expired or are about to expire or for other agreements, during the period covered by this contract; and, in the event of inability to agree on new scales of wages, this shall also be settled by arbitration.

(L) This agreement shall be in force and effect from and after April 1, 1916, and shall continue in force and effect until March 31, 1921, and at the expiration of said period of five years shall be renewed for another period of five years unless notice of termination is given by either party to the other one year before the expiration of the period for which this

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contract is signed; and it is also understood that amendments may be made hereto at the end of each five-year period.

Dated at Boston, Mass.,....., 191.....

Signed for

Signed for Boston Typographical Union No. 13.

.....
.....

President.

By

Secretary.

Approved by

Chairman Boston Typothetae.

Approved by.....
President I. T. U.

CODE OF PROCEDURE.

SECTION 1. The two parties in interest must have a conference as soon as possible and not later than fifteen days after an issue is raised, at which conference (or continuations thereof) every effort to agree shall be made. The party upon whom the original demand is made may present a counter proposition, provided it be submitted, in writing and in detail, which counter proposition shall be submitted as soon as possible, and in any event within the same period of fifteen days. In case the two parties cannot agree, their differences shall be submitted to arbitration.

SECTION 2. (a) The Board of arbitration shall consist of five members, two of whom shall be named by each side, the four so named shall select the fifth member, who shall be a disinterested person and act as chairman of the board. All members of this Board must have residence or be employed, or be engaged in business within a 20-mile radius of the Massachusetts State House.

(b) The board as thus constituted shall select a secretary from among its members.

(c) The chairman of the board shall preside, put motions, etc., and shall be entitled to vote on all propositions which may properly come before the board in open session. He shall declare a motion carried only when at least three of the arbitrators shall have voted affirmatively thereon.

(d) At the conclusion of the hearing the chairman shall retire, and the other members of the board shall go into executive session and immediately take up a consideration of the issues involved. If in executive session a tie vote occurs on any proposition, or if there are any differences, questions or propositions which do not receive the votes of three of the four original members of the board, the chairman shall cast the deciding votes on all unsettled questions or propositions.

SECTION 3. After the board of arbitration has been organized it shall proceed forthwith to conduct its hearings under the following rules:

(a) It may demand duplicate typewritten statements of grievances.

(b) It may examine all parties involved in any differences referred to it for adjudication.

(c) It may require affidavits on all disputed points.

(d) It may employ such stenographers, etc., as may be necessary to facilitate business, and to provide a record for use in the event of an application for rehearing or retrial, as provided for in paragraphs (G) and (H) of the agreement.

(e) Equal opportunity shall be allowed for presentation of evidence and argument.

(f) In event of either party to the dispute refusing to appear or present its case after due notice, it may be adjudged in default, and decision shall then be rendered against such party.

(g) All evidence communicated to the board in confidence shall be preserved inviolate,

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and no record of such evidence shall be kept, except for use on reargument or retrial, and shall be destroyed immediately if application for either is not made within ten days.

(h) The party making the original demand shall have the right to present its case and evidence without interruption, excepting that when oral evidence is introduced cross-examination of witnesses shall be allowed. The opposing party shall have the same right in turn. The first party shall then have the right to present evidence strictly in rebuttal and the opposing party shall be allowed to present counter evidence strictly in surrebuttal. When objection is made by either party to the admission of any evidence offered by the other party, the board by vote shall decide as to the admissibility of the evidence in question.

(i) In case of the inability of either side to present evidence at the moment, the order may be varied to the extent of allowing such evidence to be presented at such session as may be agreed upon by the parties to the controversy or as may be ordered by the board of arbitration.

(j) No evidence shall be received or considered that was not presented at a regular open session of the board, except that it shall be allowable for the members of the board, in any case, to visit any office to see the operation of labor therein, or for any other necessary purpose to aid in arriving at a just decision.

(k) Oral arguments may be limited to two speeches on each side, after all evidence has been presented. Written pleadings, instead of oral arguments, shall be allowed whenever ordered by the board of arbitration.

(l) There shall be an agreement by at least a majority of the members of the board as to the exact time and place of hearing, of which both parties shall be notified in season. The session shall be continuous, except for necessary intermissions, until the hearing is concluded.

SECTION 4. (a) When a hearing is concluded the board shall, without unnecessary delay, and as set forth in Section 2, paragraph (d) of this code, go into executive session, from which all persons shall be excluded, for the determination of its award. In its deliberation the transcript of the stenographic report, if any, shall be accepted as the best evidence of what occurred at the hearing, unless it be shown that gross errors exist in said manuscript. Should the four members be unable to decide upon the award, the chairman shall cast the deciding vote.

(b) The award of the board must be formulated and signed by all members thereof at a regular executive session, after there has been full opportunity for consideration and discussion, the date and time of such session having previously been determined at a full meeting of the board.

(c) If any member of the board dissents from the award, and wishes to file a dissenting opinion, he shall give immediate notice to that effect, and shall, within forty-eight hours after the award has been decided upon, formulate his reasons for dissenting. Such dissenting opinion, when signed and presented to the secretary, must be attached to the award.

SECTION 5. The board shall not be compelled to set forth its reasons for making the award, but may do so in the written award only. In framing its award the findings shall be expressed in detail, to the end that no misunderstanding shall afterward occur.

SECTION 6. Further rules governing hearings may be adopted by the board as necessity requires; provided, such rules are in harmony with the spirit and intent of this agreement.

It is mutually understood that if any arbitration agreement should be negotiated between the United Typothetae and Franklin Clubs of America, and the International Typographical Union, such agreement shall supersede this joint contract of April 1, 1916, and shall continue for the balance of this agreement.

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Scale and Agreement between Boston Daily Newspapers and Typographical Union No. 13. — In effect November 16, 1916.

NEWSPAPER SCALE.

SECTION 1. In offices parties to this agreement, none but journeymen members of Typographical Union No. 13, shall be employed, except as provided in the Apprentices Agreement.

HOURS OF WORK.

SECTION 2. All work, whether done by machine or hand, shall be on a time basis, as follows: Not less than forty-two hours shall constitute a week's work. Not less than six nor more than eight hours shall constitute a day's work or a night's work. All regulars shall be scheduled weekly. All hours over eight in one day or one night, or over forty-two in one week, shall be counted as overtime. No regular shall be scheduled to start regular work sooner than twelve (12) hours after stopping regular work, except in emergencies. Six days at day work or six days at night work shall constitute a situation, and no situation of a less number of days shall be allowed. All time shall belong to the office for any work pertaining to the composing room.

SUNDAY DAY WORK.

SECTION 3. A day's work on Sunday shall consist of six consecutive hours, excepting lunch time, which shall not exceed thirty minutes and shall not be counted as office time. The hours for Sunday day work shall be between 7 A.M. and 6 P.M. The pay shall be the same as for seven hours of regular time. When a member works in one office Saturday night and Sunday day or Sunday day and Sunday night, the Sunday day work shall be paid for at double price.

NIGHT WORK.

SECTION 4. The hours of night work shall be between 5 P.M. and 5 A.M. The pay for work done during night hours shall be not less than seventy-two cents per hour.

DAY WORK.

SECTION 5. The hours of day work shall be between 7.30 A.M. and 6.30 P.M. The pay for work done during day hours shall be not less than sixty-eight cents per hour.

LOBSTER SHIFT.

SECTION 6. When necessary, owing to the exigencies of business, there may be arranged a special shift of seven hours extending from day to night or from night to day. The pay for such work shall be seventy-seven cents per hour.

OVERTIME RATE.

SECTION 7. Overtime shall be paid for at the rate of eighty-seven cents per hour for day work, and ninety-two cents per hour for night work.

LUNCH.

SECTION 8. The hours of labor shall be continuous, with the exception of an intermission of not less than thirty minutes nor more than forty-five minutes for lunch, which shall not be counted as office time. No member of the union shall be kept at work more

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than *five* hours without lunch time. When two hours of overtime have been worked after the regular schedule and five hours have elapsed since the previous lunch a second lunch time shall be allowed. At least fifteen minutes must be allowed for lunch, and where less than thirty minutes are allowed it shall be counted as office time.

EXTRAS AND SUBSTITUTES.

SECTION 9. Extra help when employed for not more than three days in one week shall be given not less than seven consecutive hours each day (except as provided for luncheon). An extra's hours may be extended from day to night, or from night to day, but in such case his pay shall be at the night rate. When more than three days are worked by an extra, the hours may be regulated as provided for in Sections 2 and 8. On extra work, all hours over eight in one day, or over forty-two in one week, shall be counted as overtime.

SECTION 10. No employe of the composing room who desires to lay off shall be compelled to work when a competent substitute can be had. Employes shall put on their own substitutes from the floor of the office. The foreman shall be the judge of the competency of the substitute.

OVERTIME.

SECTION 11. When a member accumulates a full day's overtime in a newspaper office he shall take a day off within the next financial week and put on a substitute. No member working in the chapel is exempt from taking his overtime off except the superintendent, the foreman of each shift and desk ad. men on each shift employed exclusively as desk ad. men.

SECTION 12. Notice that overtime is required shall be given within ten minutes after "Good day" or "Good night" has been called. Otherwise one dollar in addition to regular overtime shall be paid.

MATRICES, CUTS AND PICK-UPS.

SECTION 13. All type matter in local financial, local amusement or local retail store advertising, when mats or plates are furnished the office instead of copy, shall be set within three working days of publication. It is understood that this rule does not apply to advertising of general advertisers who sell their product through their own branch stores in this and other cities. No paper shall give or transfer a matrix of an advertisement other than a cut, and then only to signers of this scale. No matter used in the columns of a paper using machines shall be transferred or sold to any other newspaper office, and no work shall be done for any office on strike.

SECTION 14. The office is entitled to all "pick-ups" of any character whatsoever. Matter once paid for shall always remain the property of the office. "Kill" marks shall not deprive the office of "pick-ups."

MACHINE APPRENTICES AND TENDERS.

SECTION 15. No journeyman shall be eligible as an apprentice on machines who is not a member of Typographical Union No. 13. The term of apprenticeship on machines shall be twelve consecutive weeks, and the compensation sixteen dollars per week. When the product is not used members may learn to operate without learners' wages.

SECTION 16. The machine-tender shall have no control over the operator.

Compositors.**DISCHARGE AND DISCRIMINATION.**

SECTION 17. No office giving out extra work shall discriminate against competent members of the union making application.

No member who has been discharged for cause shall be eligible for work, except at option of office.

SECTION 18. The foreman shall be the judge of the competency and general fitness of any member applying for work.

LOCAL JOINT BOARD.

SECTION 19. When the discharge of a member is contested by the union, and the matter cannot be settled by a conference between representatives of the union and the office, the contention shall be referred to a Local Joint Board composed of three representatives of the employers and three representatives of the union. After considering all of the evidence in connection with the reason assigned for discharge, effort at agreement shall be made, and if a decision is reached it shall be final, and shall be so accepted by both parties to the controversy. If agreement cannot be reached the Local Joint Board shall select a seventh member, and the decision of the Board as thus made up shall be final. Should the Local Joint Board fail to agree on an odd man he shall be selected by the Supreme Justice of the Supreme Court of Massachusetts.

SECTION 20. Any situation holder absenting himself from work for a period of ninety days shall be forthwith notified by the foreman through the chairman that failure to return to work within ten days from date of such notice will vacate his situation. He shall not be eligible for another ninety-day absence until after he has worked sixteen continuous regular working days. This section shall not apply in cases of illness or the performance of work for the union.

APPRENTICES.

SECTION 21. Apprentices may be employed subject to the following regulations:—

(1) One apprentice to every fifteen (15) journeymen, or major fraction thereof regularly employed; the number of apprentices in any office not to exceed four (4), except that when an apprentice enters his fifth year the office may employ another apprentice, and except that the Joint Apprentice Committee shall have the power to arrange so that each office having the maximum number of apprentices shall have at all times at least one apprentice in each year of service.

(2) Apprentices shall not be less than sixteen years of age at the beginning of their apprenticeship, and shall serve a term of five years. The term of five years may be extended by the Joint Apprentice Committee when in its judgment conditions warrant an extension. All apprentices must be enrolled by Boston Typographical Union No. 13 and the International Typographical Union.

(3) During the first two years an apprentice may be required to perform general work in the composing room at the discretion of the foreman. During the third, fourth and fifth year an apprentice must be given instruction and devote all his time to acquiring knowledge of all the intricate work of the trade.

(4) During the third and fourth year apprentices must be employed in the Ad Room at the general work of that department. During the first three months of the fifth year they must be employed on the make-up. During the second three months of the fifth year they must be employed in the proofroom at the general work of that department. During the last six months of the last year of apprenticeship the apprentice shall be permitted to learn the operation of type-setting and type-casting machines, and must be given opportunity to acquire knowledge of all classes of work on such machines.

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(5) When lumpers or office boys are needed in a composing room, those employed shall be classified as such. Lumpers or office boys shall not be eligible to an apprenticeship unless they have qualified before the Joint Apprentice Committee. Lumpers or office boys shall not be permitted to set or distribute type, make up or break up type matter or forms, lead or unlead matter, correct proofs, lock or unlock forms, operate machines, or distribute leads, slugs or rules; but lumpers or office boys may handle leads, slugs or rules by taking them from casting machines, or any original source, and placing them in general sort racks, said racks to be located at the convenience of the office.

(6) The minimum scale of wages to be paid apprentices for the years stated shall be:—

DAY WORK.

Third Year,	.	.	.	.	.	.	.	.	\$15.00 per week
Fourth Year,	.	.	.	.	.	.	.	.	18.00 per week
Fifth Year,	.	.	.	.	.	.	.	.	21.00 per week

NIGHT WORK.

Third Year,	.	.	.	.	.	.	.	.	\$16.00 per week
Fourth Year,	.	.	.	.	.	.	.	.	19.00 per week
Fifth Year,	.	.	.	.	.	.	.	.	22.00 per week

(7) In no instance shall an apprentice be allowed to work overtime.

(8) At the completion of the second year of their apprenticeship all apprentices, if competent, must be admitted as apprentice members of the Union, and shall be protected against unfair discrimination and discharge, the same as if they were journeymen. All contested discharge and discrimination cases covering apprentices beginning with the third year of their apprenticeship shall be settled under the terms provided in Sec. 19 of the agreement between the Boston Daily Papers and Typographical Union No. 13.

(9) Beginning with the third year of apprenticeship the Secretary of Boston Typographical Union No. 13 shall grant the apprentice a card indorsed for each year's service.

JOINT APPRENTICE COMMITTEE.

A Joint Apprentice Committee, composed of two representatives of the Boston Daily Newspapers and two members of Boston Typographical Union No. 13 shall be formed.

This committee shall see to it that all apprentices before being enrolled, possess a Grammar School education or its equivalent and are able to read manuscript intelligently.

The committee shall devise ways and means for the further education of the apprentice by continuation study.

The committee shall require that apprentices, beginning with the last eighteen (18) months of their apprenticeship, complete the International Typographical Union Course of Instruction in Printing. Beginning with the first week of the third year every apprentice shall pay to the Secretary of the Union the sum of fifty (50) cents a week for a period of fifty (50) weeks for the purpose of paying for the International Typographical Union Course in Printing.

Apprentices working days shall spend at least one evening a week, and apprentices working nights at least one afternoon a week in academic and mechanical instruction, at a school to be agreed upon by the Joint Apprentice Committee.

The committee may require the apprentice to take a reasonable amount of home study so as to prepare himself for examination at the end of each period of his apprenticeship.

Apprentices shall be required to appear before the Joint Committee at the end of each period in order to qualify for increased wages and further advancement, as provided in the agreement.

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It shall be the duty of the employer to see that proper instruction, in accordance with the recommendation of the Joint Apprentice Committee, is given to all apprentices whom he may employ.

It shall also be the duty of the foreman and journeymen to teach apprentices the printing business, and the duty of the Joint Apprentice Committee to see that this is done. An apprentice may appeal to the Joint Apprentice Committee if he deems an injustice is done him.

The Committee shall have full power and authority any time during the term of apprenticeship to cancel the apprenticeship of an apprentice who does not show aptitude and proper qualifications for the work. Apprentices cannot leave the office of one employer and accept work in the office of another employer without the written consent of the Joint Apprentice Committee.

INTERPRETATION.

SECTION 22. Any question regarding the interpretation of any section under this scale shall be referred for settlement to a joint committee of publishers and union, it being the intent of this section that each section of the scale shall be interpreted alike in all offices.

TERM OF AGREEMENT.

SECTION 23. This agreement shall be for one year from November 16, 1916, and thereafter continuous, running from year to year, and can only be changed by Boston Daily Newspapers or Typographical Union No. 13, giving written notice of any proposed change, including details, sixty (60) days prior to November 15, of any year, such changes, when agreed upon or awarded, to take effect as of November 16th.

ARBITRATION.

All difference arising under this scale or the interpretation of any clause or clauses of it and differences relative to a new agreement shall be settled in accordance with the arbitration agreement between the American Newspaper Publishers' Association and the International Typographical Union, and Section 19 of this Agreement.

The above scale, agreed to by the Boston Daily Newspapers, representing the Advertiser Newspaper Co., the Globe Newspaper Co., Boston Publishing Co., Journal Newspaper Co., Post Publishing Co., and New England Newspaper Publishing Co., is hereby signed in triplicate by the authorized officers of the various newspaper corporations and by the President of Typographical Union No. 13, duly authorized to represent that organization.

Boston Typographical Union No. 13, by.....*President.*
 Advertiser Newspaper Co., by.....
 The Globe Newspaper Co., by.....*Treasurer.*
 Boston Publishing Co., by.....*Treasurer.*
 Journal Newspaper Co., by.....*President.*
 Post Publishing Co., by.....*President.*
 New England Newspaper Publishing Co., by.....*Treasurer.*

COOPERS.

Agreement between Boston Brewers and Local No. 89, Coopers' International Union. — In effect June 5, 1916.

ARTICLE 1. That said Coopers' Local Union 89, shall submit to the Brewers a list of all the fair or Union shops manufacturing cooperage for the use of said Brewers, and in the event of said Brewers not being able to obtain the necessary cooperage from said union shops enumerated upon schedule presented, then said Brewers may supply themselves with cooperage from any Cooperage Company, union or otherwise, who may be able to deliver the goods for the necessities of said Brewers.

ARTICLE 2. Due notice shall be given of any purchase when made from other than union manufacturers.

ARTICLE 3. The minimum rate of wages shall be \$26.50 per week, and overtime at the rate of time and one-half and double time for Sundays and holidays. It is also hereby agreed that eight hours shall constitute a day's work, whether it be eight in ten, or eight in nine, except in the months of June, July and August, when the following agreement of the half-holidays shall prevail.

1st. Men to take afternoons off at the selection of the employer, and the number of men to go to be left to the discretion of the employer, but a half-holiday shall be granted in each week without loss of pay.

2nd. In the Breweries where only one man is employed, if through an emergency a cooper is requested to work a full week of forty-eight (48) hours, he shall be given a full day off during the following week or paid one and one-half (1½) time for the extra four hours.

3rd. In the event of the absence of a cooper where only one man is employed, the firm shall have the right to use any means against loss or waste.

ARTICLE 4. Any brewery workman within or around the brewery in cases of emergency will have the right to drive hoops or do any other necessary work for the protection of the brewer against loss or waste, it being understood and agreed that in the test of packages the brewers may also employ any means suited to their purpose, but shall not employ any means in the testing of new or re-coopered packages except in the presence of or with the assistance of a cooper.

ARTICLE 5. It is also further agreed that coopers have no limit as to the amount of work or the number of packages to be done or handled by them daily but they are to continue with reasonable effort during the 8 hours set apart for work as aforesaid.

ARTICLE 6. This contract is to remain in force for three years from date.

For Local No. 89.

For the Brewers.

Approved by the General Executive Board of the Coopers' International Union of America, this 27th day of April, 1916.

(International Secretary Treasurer.)

COPPERSMITHS.

Agreement between Coppersmiths Union No. 92 of the Amalgamated Sheet Metal Workers International Alliance and Master Coppersmiths of Boston and Vicinity, August 1, 1917 to August 1, 1918.

This indenture made and entered into this first day of August, 1917, by and between Local 92, Coppersmiths Union of Boston and Vicinity of the Amalgamated Sheet Metal Workers International Alliance, hereinafter called the party of the first part, and the undersigned Master Coppersmiths of Boston and Vicinity, hereinafter called the party of the second part, and to take effect on the first day of August, 1917, and to remain in force for a period of one year or until the first day of August, 1918, each party to be bound and to abide both in letter and print by the terms and conditions of said compact,

WITNESSETH:

ARTICLE I.

The following shall be considered as Coppersmith work: Forming, brazing and hammering of pipes, bending and erection of all copper and brass piping, necks and bends, ventilating tanks, brew kettles and jacket kettles, vacuum pans, stills, coils, evaporation clarifier extraction, and all sheet copper and brass work that requires brazing and working; also repairing said articles and all coppersmith work pertaining to the coppersmith trade.

ARTICLE II.

SECTION 1. The minimum rate of wages for Journeymen shall be sixty-two and one-half (62½) cents per hour.

SECTION 2. Forty-eight (48) hours shall constitute a week's work. The hours to be from 7.20 A.M. to 12.00 noon and from 1.00 to 5.00 P.M., the first five days and on Saturday the hours to be from 7.20 A.M. to 12.00 noon.

SECTION 3. All work performed outside of the above hours shall be considered overtime, and shall be paid for at double the rate specified above.

ARTICLE III.

Men will be allowed travelling time to and from outside work the first six days. After said time has expired the men will be required to work the full eight hours per day, for which there shall be no travelling time allowed.

ARTICLE IV.

Employers are to be allowed one apprentice to every six Journeymen, or two apprentices to nine Journeymen.

ARTICLE V.

Preference of employment shall be given to members whose cards are deposited in Local 92, or to those who are willing to become members thereof.

ARTICLE VI.

SECTION 1. All work performed on legal holidays or days observed as such are to be paid for at the rate of double time.

SECTION 2. No Coppersmith shall work on Labor Day unless necessary.

Coppersmiths.**ARTICLE VII.**

It is further agreed by both parties that all differences or disputes of every kind that may hereafter arise between the parties to this contract during the period of its duration shall be arbitrated by a committee of five, and such committee to be known as an Arbitration Board.

The parties hereto shall appoint two persons, and they shall elect an outside person acceptable to both parties the expenses of such Arbitration Board to be paid by the party of the first part or the party of the second part who may lose.

ARTICLE VIII.

Should either of the parties to this agreement wish to alter or amend the same they shall be required to give thirty (30) days' notice in writing prior to the expiration of this agreement.

ARTICLE IX.

No member shall be requested to work on any job or building where a strike is on, or where a strike has been called.

ARTICLE X.

Notice. Article 13 of the Constitution of the Amalgamated Sheet Metal Workers International Alliance.

SECTION 12. Each Local Union of the International Alliance is guaranteed its own trade autonomy along these lines — That all work done in the jurisdiction of any Local Union of the International Alliance shall be done under the conditions prevailing in the locality where the Local Union of the International Alliance has jurisdiction, providing such conditions are as good or better than the conditions established by the Local Union of the International Alliance in the vicinity where the work is to be erected, and all material manufactured in the jurisdiction of one Local Union to be erected in the jurisdiction of another Local Union shall be made under as good conditions in every respect as have been established by the Local Union of the International Alliance having jurisdiction in the vicinity where the work is to be erected.

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CUTTING DIE AND CUTTER MAKERS.

Agreement between Local No. 307, International Union of Cutting Die and Cutter Makers, of Brockton, and Employers. — In effect January 1, 1911.

Agreement entered into this first day of January, 1911, by and between.....
 Die and Cutter Manufacturer of..... hereinafter
 known as Employer, and Cutting Die and Cutter Makers Union hereinafter known as
 Union, WITNESSETH:

ARTICLE I.

It is agreed that none but members of above named Union, in good standing, shall be employed at our craft, except one man who shall be known as the Employer, who has full power to hire and discharge help.

Cutting Die and Cutter Makers.**ARTICLE II.**

All Stockholders employed in a firm or corporation working at this craft must belong to the Union.

ARTICLE III.

That Representatives of said Union shall have access to the factory during the noon hour only, if provided with the proper credentials.

ARTICLE IV.

There shall be a shop Steward in each factory, appointed by the Union, who shall be the intermediary between the Employer and the Employee in matters pertaining to the Union.

ARTICLE V.

Any member becoming expelled from the Union shall be discharged upon request of the Local Union.

ARTICLE VI.

That forty-eight (48) hours shall constitute a week's work and that no shop shall be allowed to work more than five (5) of the forty-eight (48) hours on Saturday (the rest of the week to be decided by the Local).

All hours over the regular working hours shall be called overtime.

ARTICLE VII.

That time and one-half shall be paid for overtime and double time for Sundays and Legal Holidays, but under no circumstances will the members be allowed to work on Labor Day.

ARTICLE VIII.

At all times work must be divided equally in the respective branches of the trade as near as possible between all men working in the shop.

ARTICLE IX.

All conditions of Labor which cannot be mutually agreed upon by the parties of this agreement shall be submitted for settlement to the Local Executive Board, however, if the trouble cannot be settled satisfactory to both parties the International Union shall be empowered to act according to Constitution.

ARTICLE X.

No piece work shall be allowed and no individual member agreement shall be made or renewed between the Employer and the Employee.

ARTICLE XI.

No person shall be allowed to work at the craft by this Union for less than Ten Dollars (\$10.00) per week of forty-eight (48) hours.

Cutting Die and Cutter Makers.**ARTICLE XII.**

A sympathetic strike to protect Union principles shall not be construed as a violation of this Agreement.

ARTICLE XIII.

That one Apprentice under sixteen (16) years of age shall be allowed for each ten journeymen employed in a shop.

ARTICLE XIV.

The Employer shall not be allowed to work more hours than the schedule inserted in Contract to produce dies and he shall not be allowed to work on dies when the members are laid off.

ARTICLE XV.

This Agreement shall remain in force indefinitely. If either party wishes to annul or amend this Contract, they shall give a written notice of thirty days to the other party.

By.....

[Seal.]

For the Employer.

By.....

For the Union.

Amendment to Articles 1 and 2 of Contract.

It is agreed that none but members of above named Union in good standing, shall be employed at our craft in the firm known as..... except..... who shall be known by Local No..... as the Employers. All men working in the shop except the above named shall belong to the Union.

ELECTRICAL WORKERS.

Agreement between Electrical Contractors and Local No. 96, International Brotherhood of Electrical Workers, of Worcester and Vicinity, May 1, 1916 to May 1, 1919.

This agreement, made and entered into this.....day of..... 191....., by and between.....Electrical Contractor, party of the first part, and Local 96 of the International Brotherhood of Electrical Workers, party of the second part, hereinafter called the party of the first part or contractor, and the party of the second part or Local.

WITNESSETH —

That the parties hereby agree to and with each other as follows:

ARTICLE I.

This agreement shall go into effect May 1, 1916, or upon acceptance and shall remain in effect until May 1, 1919.

ARTICLE II.

SECTION 1. Forty-four (44) hours shall constitute a week's work to be performed between 8 A.M. and 5 P.M. on the first five working days of the week, and between 8 A.M. and 12 noon on Saturday.

SECTION 2. Contractors shall be responsible for all tools and stock lost on job, unless they provide a suitable locker for the safe keeping of same.

Electrical Workers.**ARTICLE III.**

SECTION 1. Any labor performed after 5 P.M. and until 7 P.M. shall be paid for at the rate of time and one-half. All work performed after 7 P.M. shall be paid for at double the regular rate. Also all work performed on Saturday afternoons, Sundays and legal holidays shall be paid for at double the regular rate.

SECTION 2. Legal holidays shall be Washington's Birthday, Patriots' Day, Decoration Day, Fourth of July, Labor Day, Columbus Day, Thanksgiving Day and Christmas, as well as any day set apart by the President of the United States of America or the Governor of Massachusetts as a holiday.

Members shall not be required to work on Labor Day except in cases of extreme emergency.

ARTICLE IV.

SECTION 1. All workmen shall report at job, ready for work, at 8 A.M. on all jobs within the city limits, unless ordered to report at the shop for orders or stock, in which case they shall report at 7.45 A.M., the contractor paying all car fares from shop to job. The contractor shall pay all car fares when working outside the mile circle from City Hall, except, when the workman can reach the job upon a trolley line transfer, whether the workman calls at the shop or not.

SECTION 2. On all work out of town when required to board away from home or regular boarding place, any journeymen in charge of work and all married men shall be paid all necessary traveling expenses and board. All other men working out of town shall be paid their necessary lodging expenses not to exceed \$3.00 (three dollars) per week and their necessary traveling expenses to and from the job.

ARTICLE V.

SECTION 1. The party of the second part shall be composed of Journeymen, Helpers and Apprentices.

A journeyman, one who has worked at the trade four years and has passed a journeyman's examination and been admitted to the Union.

A helper, one who has worked at the trade two years and has passed a helper's examination and has been admitted to the Union.

Apprentices shall be divided into two (2) classes, first and second year apprentices:

A second year apprentice, one who has served one year at the trade in the shop and who has passed an apprentice's examination and been admitted to the union.

A first year apprentice, one who is registered with the Union, paying the regular registration fee, and to be employed in the shop or as a locker boy on job.

SECTION 2. The party of the first part agrees to employ not more than one helper to each journeyman on any job, and not more than one second year apprentice on any job, except when four or more journeymen are employed on said job, then two second year apprentices may be employed.

SECTION 3. Each shop may employ one apprentice to every three journeymen in their employ, and no helpers or apprentices shall be allowed on any job without a journeyman; except, when the journeyman is temporarily called away, then said helper or apprentice may remain the balance of the current day.

ARTICLE VI.

SECTION 1. The minimum rate of wages for journeymen shall be forty-seven and one-half (47½) cents per hour from May 1, 1916 until May 1, 1917; fifty (50) cents per hour from May 1, 1917 until May 1, 1918; rate of wages from May 1, 1918 to May 1, 1919 from a minimum of fifty (50) cents to a maximum of fifty-five (55) cents, exact amount

Electrical Workers.

to be determined upon by the conference board, prior to March 1, 1918, and until the expiration of this agreement.

Rate of wages for Helpers shall be a minimum of twenty-eight and one-eighth (28 $\frac{1}{8}$) cents per hour hereafter and until the expiration of this agreement. And for second year apprentices seventeen and one-twenty-second (17 $\frac{1}{2}$) cents per hour during the life of this agreement.

ARTICLE VII.

The party of the first part agrees to apply to the party of the second part when in need of men and if after a reasonable time, the party of the second part is unable to supply the required help, the party of the first part may employ such help as necessary until party of the second part can furnish the desired help, it being understood that such help before being put to work shall apply for and be given a working permit good for one week, same to be renewed for a similar period as long as necessary by party of the second part during such employment, and said help not to receive less than the minimum rate of wages.

ARTICLE VIII.

SECTION 1. No journeymen shall take any contract or piece work in any shape or manner from any person while in the employ of any contractor, a signer of this agreement. Neither shall any member of this Local work for a contractor who has not signed this agreement, this not to apply to foreign contractors having agreements with the International Brotherhood of Electrical Workers or any of its locals, but they to conform to all the conditions of this agreement while doing work in the jurisdiction of this Local.

SECTION 2. Any journeyman, taking work for himself, shall not work for less than the prevailing hourly rate charged by the contractors.

ARTICLE IX.

SECTION 1. No person or firm shall be considered a contractor and eligible to sign this agreement unless they employ one or more journeymen electricians.

ARTICLE X.

All disagreements shall be referred to a conference board, they to meet within twenty-four (24) hours, it being understood, however, that any sympathetic strikes in which the party of the second part is obliged to take part, on account of its affiliation with any central body of employees, shall not be considered a violation of this agreement. This conference board shall consist of three (3) contractors, signers of this agreement and three (3) journeymen members of the Union; any time upon failure to agree they shall select an umpire and both parties shall present their evidence to him, his decision to be final. If any expense is incurred for said umpire said cost to be paid equally by both parties.

ARTICLE XI.

The party of the first part hereby agrees not to discriminate in any manner whatsoever against any member of this Local who may be assigned to act in any capacity for the Local.

ARTICLE XII.

Any member working for other than a contractor on construction work shall be subject to all the provisions of this agreement.

Electrical Workers.**ARTICLE XIII.**

An examining board composed of two (2) contractors, signers of this agreement, and two (2) journeymen, members of the Union, shall be appointed who shall examine all applicants for journeymen and helpers cards. No member of the conference board shall serve on the examination board.

ARTICLE XIV.

It is the intent of this agreement that the party of the first part shall enforce this agreement so far as it relates to the contractors signing this agreement; and also that the party of the second part shall enforce each and every article of this agreement so far as it relates to the members of their organization.

ARTICLE XV.

This agreement shall remain in effect after May 1, 1919, unless a written notice of a desired change is given by either party prior to March 1, 1919, and in case of continuance said notice to be served prior to March 1st of all succeeding years.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be signed by their authorized agent on this..... day of.....191

On part of employer

On part of the Union

.....

ELEVATOR CONSTRUCTORS.

Agreement between Employers and Local No. 4, International Union of Elevator Constructors, of Boston, May 6, 1916 to May 6, 1919.

This agreement made this [6th day of May, 1916,] between the..... party of the first part, and Boston Local Union No. 4 of the International Union of Elevator Constructors, a voluntary Association of more than seven persons, acting through its President and his successors in office, party of the second part.

WITNESSETH, that in consideration of the mutual promises hereinafter contained, the parties hereto hereby covenant and agree as follows:

The party of the first part agrees that on and after the sixth day of May, 1916, all workmen in the employ of the said party of the first part, outside either on repairs or new work, in Boston or twenty-five miles outside of Boston City Hall, including Lowell and Lawrence, shall be members of the Boston Local Union No. 4 and shall work according to the following working rules, which rules are included in and form part of this agreement, except in cases of rectifying defective shop work, and then only one man shall be sent from the shop who shall act either as foreman or workman.

FIRST: The party of the first part hereby agrees that on and after the sixth day of May, 1916, and until the sixth day of May, 1919, eight hours shall constitute a day's work, between 8 A.M. and 5 P.M. excepting Saturday, when the day's labor shall be from 8 A.M. to 12 M.

SECOND: That the 44-hour week be continued until the majority of the following trades secure the 40-hour week: Electrical Worker, Carpenter, Steamfitter, Structural and Ornamental Iron Worker. This only applies to new construction work when the 40-hour week becomes operative. Men employed on repairs to continue on 44-hour week basis during term of this agreement.

THIRD: That overtime on week days be between 5 P.M. and 8 A.M., except on Saturday

Elevator Constructors.

when overtime shall start from 12 m. All overtime and overtime on Sundays and the following Holidays, February 22d, April 19th, May 30th, June 17th, July 4th, Labor Day, Columbus Day, Thanksgiving and Christmas Day is to be paid for at twice the regular rate, or any other Legal Holiday enacted during the life of this agreement.

No work shall be done on Labor Day unless the case is particularly urgent.

From the 6th day of May, 1916, to the 6th day of May, 1917, the regular time shall be paid for at a minimum rate of 65c per hour or \$5.20 per day for Mechanics and 42½c per hour or \$3.40 per day for Helpers. From the 6th day of May, 1917, to the 6th day of May, 1918, 67½c per hour or \$5.40 per day for Mechanics and 43½c per hour or \$3.50 per day for Helpers. From the 6th day of May, 1918 to the 6th day of May, 1919, 69½c per hour or \$5.55 per day for Mechanics and 43½c per hour or \$3.50 per day for Helpers.

FOURTH: That the workmen shall be paid on the job or at the office on the time of the party of the first part.

FIFTH: That the party of the first part shall supply all necessary tools to be used on iron work.

SIXTH: All journeymen and helpers leaving their city or town in New England on orders from the Company, shall have transportation and board paid and receive single time for traveling.

SEVENTH: In periods of unusual activity where the number of mechanics available is not equal to the demands of the trade, the party of the first part agrees to employ Helpers in the capacity of mechanics, paying the said Helpers 50c per day less than prevailing rate of wages while working in that capacity. If after three months' time the said Helper is found to be capable of continuing in the employ of the party of the first part as a mechanic he shall be paid the regular rate of a mechanic.

It is further agreed that when the conditions of trade are such that the party of the second part cannot supply sufficient competent mechanics, the party of the first part may employ any mechanic who shall be satisfactory to them, providing the said mechanic meets all the requirements of the party of the second part, and will become a member of the same at the next regular meeting after being employed.

EIGHTH: Party of the first part will replace tools stolen from employees' tool boxes under the following conditions: Employee on discovering that tool box has been broken into must immediately advise office of Superintendent, so that theft can be clearly established. Tool boxes must be of substantial construction and be equipped with good hasp and padlock. Employee on starting work on any job must ascertain if watchman service is supplied and if he considers tools in jeopardy, notify office of Superintendent.

This agreement shall take effect on and after the sixth day of May, 1916, and expires the sixth day of May, 1919, and it is mutually agreed by and between the..... party of the first part erecting work in New England and Boston Local Union No. 4 of the International Union of Elevator Constructors, parties of the second part, that so long as this Agreement is conformed to no strike shall be ordered against the..... nor shall there be any lockouts as long as this agreement is conformed to, provided, that in case the men are called out on a sympathetic strike for the benefit of the other Trades comprising the Building Trades Council of the Building Trades Department A. F. of L., or our International Union, it shall not be considered a breach of this contract, but in all other cases there shall be no strike or lockouts without first arbitrating the question involved. The party of the first part and second part agree that in case of trouble or misunderstanding between the parties of this agreement, the difference shall be arbitrated. The matter in dispute shall be referred to a Conference Committee, composed of five members, two of which shall be appointed by the party of the first part, and two by the party of the second part, and the fifth member to be selected by the four. This committee shall be called together within twenty-four hours after the difference occurs, and their decision shall be final.

Elevator Constructors.**WORK WE CLAIM.**

All elevator work used in any manner for the complete and safe operation of the elevator. The assembling of all elevator machinery, to wit: Hydraulic, steam, electric, belt or compressed air or hand power; also, assembling and building escalators, or traveling stairways; the assembling of all cars complete; putting up of all guides, either of wood or iron; the setting of all tanks, whether pressure, open or pit tanks; the setting of all pumps (where pumps arrive on job in parts they are to be assembled by members of this Union); all electric work connected with car, machinery and hoisting; all overhead work either of wood or iron and supports for the same where required; the setting of all templets; all gates, all indicators; all foundations, either of wood or iron that would take the place of masonry; the assembling of all hydraulic parts in connection with elevators; all locking devices in connection with elevators; the boring, drilling and sinking of all plunger elevators; all link-belt carriers; all air cushions, with the exception of those built of brick or those put together with hot rivets; the operating of all temporary cars, and all work in general pertaining to the erection and equipment of an elevator complete.

This agreement shall continue in force and effect until the 6th day of May, 1919. Six months' notice shall be given prior to the expiration of this Agreement.

IN WITNESS WHEREOF we have hereto set our hands and seals the day and year above written.

.....
 By.....

President.

ENGINEERS, STEAM.

Agreement between Brewery Proprietors of Worcester and Local Union No. 78, International Union of Steam and Operating Engineers, March 1, 1916 to March 1, 1919.

ARTICLE I.

All engineers employed shall be members in good standing in Local Union No. 78, International Union of Steam and Operating Engineers of Worcester, Mass.

ARTICLE II.

Eight consecutive hours shall constitute a day's or night's work. Except when making the regular shift of watches, regular engineers shall be allowed 16 hours off duty, after completing one watch and before beginning another one. No watch shall begin or end between 12 o'clock and 7 o'clock A.M.

ARTICLE III.

Six days or nights shall constitute a week's work. The seventh day or night may be worked or not at the option of the employer, provided that 48 hours be given the engineer whose services are so required. The seventh day or night, if worked, shall be deemed overtime and shall be paid for at the rate of double time, unless said engineer works seven days or nights a week the year round. Each engineer shall have an equal share of the benefit of the six-day week.

ARTICLE IV.

While there is in operation any engine, pump, dynamo, compressor, or motor, an engineer shall be on duty. No engineer shall be required to do any work outside his trade, especially the preparation of water for brewing or the performance of watchman's duty.

Engineers, Steam.**ARTICLE V.**

One engineer in each brewery shall be designated as chief engineer. He shall have charge of the operation and care of the steam and mechanical department of the plant. All orders or instructions to assistant engineers, firemen or other workmen in his department shall be given by the chief engineer. No alterations or repairs shall be made in these departments except under the supervision of the chief engineer. He shall not be required to do any wiping or cleaning, except when standing on watch.

ARTICLE VI.

Engineers shall do all ordinary work on boilers, engines, shafting, belting and piping, providing, however, that such work does not conflict with the trade rules of any other trade organization.

ARTICLE VII.

No regular engineer shall be required or allowed to do any work in any brewery or any other place other than the brewery in which he is regularly employed.

ARTICLE VIII.

Wages shall be paid weekly. Chief engineers shall be paid the sum of \$45 per week. Engineers shall be paid the sum of \$28 per week.

ARTICLE IX.

In case of prolonged illness of an engineer, his position shall be held open for him six months. If he does not report for work in that time, he shall be entitled to employment before all others whenever a vacancy occurs. It is understood that the sick man is to have a position equal in rating to his former position.

ARTICLE X.

Engineers shall change watches once in four weeks, or at such other periods as all the engineers working in each plant may agree on with the employers. A chief engineer standing a watch shall stand that watch from seven to three, and when not required to stand a regular watch, shall begin his day's duty at seven, eight or nine A.M., as the employer may select.

ARTICLE XI.

Every man discharged by a subordinate officer shall, if he so desires, be given a hearing by the proprietor, president or general manager. At such hearings the business agent of the union may be present.

ARTICLE XII.

In case of grievance or difference between the employer and Engineers' Union 78, including the discharge of men and on any matter not expressly covered by articles in this agreement, the matter shall be laid before an arbitration committee consisting of five members, two of whom shall be appointed by the employer, one of the two so appointed shall not be in any way interested in the brewery industry, two shall be appointed by Engineers' Local 78 and one of the two so appointed shall not be a member of any national or international union, the members of which are employees of the breweries. The fifth man shall be selected by the four men appointed as above and he shall be in no way interested in the brewery industry, nor be a member of a labor organization. The case may, by mutual consent, be submitted to the State Board of Arbitration and Conciliation. Pending the settlement of any dispute by arbitration no strike or lockout shall be declared.

Engineers, Steam.**ARTICLE XIII.**

Services done by employees in the interest and for the benefit of the union, except when it interferes with the duties of the employees, shall not be deemed cause for discrimination or discharge. Members appointed on committees for the union shall be relieved by the other engineers of the plant.

ARTICLE XIV.

Except as stated in Article III, no overtime shall be worked by any engineer, except in case of emergency, and shall then be paid for at the rate of double time.

ARTICLE XV.

This agreement is to be framed and hung in the engine room.

ARTICLE XVI.

This agreement shall go into effect March 1st, 1916, and continue in full force and effect until March 1st, 1919, and from year to year thereafter, unless notice of a desire to terminate the agreement shall be given by either party to the same at least three months before the first of March of any year. At the time of filing such notice, specifications of proposed new agreement or changes in the old one shall accompany the notice.

FIREMEN — STATIONARY.

Agreement between Brewery Proprietors and Local Union No. 14, International Brotherhood of Stationary Firemen, of Lowell, May 1, 1914 to May 1, 1917.

ARTICLE 1.

All Firemen, Oilers and Helpers shall be members in good standing of the International Brotherhood of Stationary Firemen, and shall, if not already members of Local No. 14, become so as soon as possible after securing employment.

ARTICLE 2.

Firemen, Oilers and Helpers, where two or more are employed, shall work six days or nights each week, eight consecutive hours to be a day's or night's work, all firemen to alternate.

ARTICLE 3.

Pay day shall be weekly.

ARTICLE 4.

In case of prolonged sickness of any Fireman, Oiler or Helper he shall be entitled to employment in his former capacity when he is able to perform his duties, provided he reports within three months.

ARTICLE 5.

Every man discharged by a subordinate officer shall, if he so desires, be given a hearing by the proprietor, president, or general manager, whose decision shall not be subject to arbitration. At such hearing the business agent of the Union may be present.

Firemen — Stationary.**ARTICLE 6.**

A Fireman's duty shall be the generating of steam in the boiler or boilers in the plant where employed. Firemen when firing on a regular watch shall not clean or blow tubes nor clean out back connections nor have anything to do with the pumps other than the feed pumps which he shall look after. He shall not be asked to do any work other than that pertaining to the work of the boiler room. But in case of accident or some unforeseen emergency he shall give all assistance that the nature of the case may require. All fuel to be burned in generating steam in the boiler or boilers must be placed in front of the boiler or boilers.

ARTICLE 7.

When any vacancy occurs, any member in good standing of the International Brotherhood of Stationary Firemen may be employed to fill such vacancy.

ARTICLE 8.

All Firemen shall alternate monthly, or at such periods as a majority of them may agree upon, with the approval of the employer, providing such periods do not exceed a month's duration.

ARTICLE 9.

In case of grievances or differences between the employer and employees, on any matter except the discharging of men or other cases not expressly covered by articles in this agreement, or in connection with the negotiations for a new agreement to succeed this one, the matter shall be laid before an arbitration committee consisting of five members, two of whom shall be appointed by the employer, and one of the two so appointed shall not be in any way interested in the brewing industry; two shall be appointed by the employees, and one of the two so appointed shall not be a member of any national or international unions, the members of which are employees of breweries; the fifth man shall be selected by the four men appointed as above, and shall not be in any way interested in the brewing industry or be a member of any labor organization. Or the case may be by mutual consent submitted to the State Board of Conciliation and Arbitration. Pending the settlement of any dispute no strike or lockout shall be declared.

ARTICLE 10.

Firemen shall be paid at the rate of \$21.00 per week, six days or six nights shall constitute a week's work; Oilers at the rate of \$19.25 per week, six days or six nights to constitute a week's work. The seventh day or night, if worked, shall be deemed overtime; the men who work such overtime shall be paid double time. Helpers shall be paid at the rate of \$17.00 per week, six days or six nights shall constitute a week's work, and the seventh day or seventh night, if worked, shall be deemed overtime, and the men who work such overtime shall be paid double time; and Helpers who hold a Fireman's license shall be given preference in regard to extra firemen being employed in the fireroom.

ARTICLE 11.

In all plants where continuous steam is kept on the boiler, or boilers, there shall be at all times a fireman kept on watch in the fireroom.

ARTICLE 12.

The Firemen to change watches at 7.00 A.M., 3.00 P.M. and 11.00 P.M. This does not apply to extra men.

Firemen — Stationary.**ARTICLE 13.**

Assistance shall be given the Firemen in wheeling ashes and coal when necessary, as heretofore.

ARTICLE 14.

Service done by employees in the interest of and for the benefit of the Union, except where it interferes with the duties of the employee, shall not be a cause for discrimination or discharge.

ARTICLE 15.

Firemen who are officers of the union shall be allowed to exchange watches with partners so that they can attend the meetings and perform duties pertaining to such office. Those appointed on committees to have the same privilege, provided that reasonable notice be given at the brewery office of such intended change.

ARTICLE 16.

This agreement shall go into effect May 1, 1914 and remain in force until May 1, 1917 and continue in force and effect from year to year thereafter, unless notice of a desire to terminate the agreement shall be given by either party to the same at least three (3) months before the first of May of any year.

At the time of filing such notice specifications of proposed new agreement or changes in the old one shall accompany the notice.

Signed for....	....., This	Day of	1914.
		
		

Signed for Local Union No. 14, International Brotherhood of Stationary Firemen, This	Day of	1914.
	
	
	

GRANITE CUTTERS, TOOL SHARPENERS, AND POLISHERS.

Agreement between The Granite Manufacturers' Association of Quincy, and the Quincy Branches of The Granite Cutters' International Association, March 1, 1916 to March 1, 1921.

ADJUSTMENT CLAUSES.

It is hereby mutually agreed by and between the Granite Manufacturers' Association of Quincy, Mass., and the Quincy Branch of the Granite Cutters' International Association that the Bill of Prices hereby agreed upon shall remain in force from March 1st, 1916, until March 1st, 1921, without change. If either party desires a change, to take effect March 1st, 1921, they shall submit their demands to the other body not later than December 1st, 1920. Should no notice of desired change be submitted by December 1st, 1920, the present Bill of Prices to continue in force until March 1st in each year and from year to year thereafter unless a notice of desired change be submitted by December 1st of any year.

Unless otherwise specified, any disputes arising between employer and employees on this agreement and bill of prices shall be submitted to a committee representing employers

Granite Cutters, Tool Sharpeners, and Polishers.

and employees, to be known as the Adjustment Committee. Should said committee fail to agree, a third party to be selected by them; or if any dispute warrants it, the contention to then be left to sub-committees of the General Executive Officers of both Associations for settlement. The decision in either event to be final and pending the consideration of which there shall be neither a strike, lockout nor suspension of work.

WAGES, CONDITIONS, ETC.

SECTION 1. The minimum rate of wages to be fifty (50) cents per hour, four dollars (\$4.00) per day. Every journeyman granite cutter to receive an increase in wages according to this increase in the minimum rate. A workman once having accepted pay his rate will be established and can only be changed by the mutual consent between the employer and employee. The rate in no case to be below the established minimum rate. Any man incapacitated by old age or physical disability from earning that rate may apply to the Quincy Branch Granite Cutters' International Association for permission to work at a lesser rate.

SECTION 2. All work shall be cut by the hour.

SECTION 3. Eight hours shall constitute a day's work five days of the week and four hours on Saturday. It is understood that the hours may be changed to suit the daylight in the winter months. Working hours to be from 7.15 A.M. to 4.15 P.M., one hour for dinner.

SECTION 4. Any workman leaving a yard will be paid in full or given check payable first pay day after, or if discharged he shall be paid at once. If paid by check in either instance and check is found worthless he shall be paid for time lost until payment is made.

SECTION 5. There shall be a pay day every week, either on Friday or Saturday, payment to be made during working hours. Workmen shall be paid in full in cash for the previous week. An employer once having established a pay day shall give notice if unable to pay on the regular day, stating the day when payment may be expected; but in no case to be later than the following Thursday. An employer failing to live up to this section shall be liable to a suspension of work by Quincy Branch G. C. I. A.; but this shall not be construed to mean that when a stone is in dispute payment has not been made in full.

SECTION 6. When a stone is condemned for causes other than the fault of the cutter, he shall be paid for work done on same at his average rate per hour if reported immediately on discovery. If not reported immediately he shall not be paid for work done on same after the accident or defect has been discovered, but this shall not be construed to mean that the workman shall forfeit his pay for work done previous to such accident or defect. When a dispute occurs between the employer and the workman relative to time worked on a stone which may have been spoiled the contention shall be referred to a committee of two, one representing The Granite Cutters' International Association and one representing The Granite Manufacturers' Association, and if they fail to agree, the case in dispute shall be referred to a joint committee of both associations for final settlement. While a decision is pending the workman may be discharged or get another stone, the investigation to take place within two days from date of report.

SECTION 7. No overtime shall be allowed except in case of emergency, such as from the spoiling or the breaking of a stone or delay in quarrying large sizes or when a stone is required to finish a building or monument or where an accident has happened, and then only the overtime rate applies and overtime is not to be worked at any other time. When overtime is allowed, it shall be paid once and one-half. All overtime is strictly forbidden on legal holidays. All overtime to be applied for at the branch.

SECTION 8. This Association recognizes the following as legal holidays and no work of any sort shall be allowed on such holidays, viz.: January 1, Washington's Birthday, Patriots' Day, Decoration Day, Fourth of July, Labor Day, Columbus Day, Thanksgiving Day and Christmas Day.

Granite Cutters, Tool Sharpeners, and Polishers.

SECTION 9. No surface cutting machine to be operated in cutting shed. All surfacing machines to be placed not less than 30 feet from cutters or cutting shed, where dust shall not enter the shed, and not less than 20 feet from another machine unless equipped with air suction, it being understood that the 20 feet refers to distance between hammers of machines. When suction devices have to be installed they must be installed by July 1st, 1916, unless an extension of time is granted by the Joint Adjustment Committee.

SECTION 10. Hand pneumatic tools not to measure more than one inch and one quarter. No workman to be forced to use this tool where pean hammer can be used to advantage. Hand surfacing machines or bumpers so-called are not to be used.

SECTION 11. Cutters must provide themselves with brooms, and no air power to be used to remove dust. When drilling machines are used in shed, blowers must not be attached, irrespective of who is operating the machine.

SECTION 12. All reasonable precautions shall be taken to prevent dust from surfacing machines entering cutting shed.

SECTION 13. Outdoor work shall pay four cents per hour extra, nothing less than four hours to be counted. If suitable awnings are furnished, wherever practicable, or if men working outdoors are given full time by employment in sheds during inclement weather, the extra rate not to apply.

SECTION 14. When three journeymen are employed there may be one apprentice; when eight journeymen are employed there may be two apprentices, and one apprentice for each additional four journeymen employed. The term of service for an apprentice shall be three years, after that he shall be classed as a journeyman. An apprentice may serve the last 6 months of his apprenticeship on the surfacing machine. An apprentice must serve his apprenticeship in the yard where he starts, providing the firm remains in business and desires his services. In no instance shall an apprentice who has served part of his apprenticeship and who desires to complete same, be hired by any firm unless he shows papers from the last firm for which he worked showing that the firm in question has released all further claim on his services. An employer failing to live up to the terms of this section shall be liable to a suspension of work by the Granite Cutters' International Union.

SECTION 15. It shall be the duty of both parties to this agreement to see that the apprentices are given a fair opportunity to make themselves proficient at the trade.

SECTION 16. The Associations (parties to this agreement) consider it the duty of every granite cutter to demand pay, and of employer to pay workmen as per this agreement.

SECTION 17. Should representatives of either party to this agreement have need during working hours to consult a party or parties they represent it is understood that attending to such duty is considered part of this agreement, provided that said representatives are not to interfere with workmen performing their usual employment for not more than 5 minutes' conversation in any one day, excepting with the consent of the employer or his representative.

SECTION 18. An apprentice on a lathe shall serve three years. Any turning plant shall be entitled to one apprentice; where seven or more machines are operated there may be an additional apprentice. Apprentices to be governed by the apprentice clause in this agreement.

SECTION 19. In turning down grindstone, water in sufficient quantities or other suitable device must be used at all times to keep down the dust.

SECTION 20. Sanitary arrangements must be furnished employees.

SECTION 21. The tooth or diamond point tool and split chisel can be used to clean around raised letters, mouldings, or in spot or place difficult to reach, but these tools shall not be used where a pean hammer can be used.

SECTION 22. Where bush chisels are used they shall be furnished by the employer.

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SECTION 23. All cutting sheds and air must be heated when necessary. The men in the shed to decide when necessity arises.

SECTION 24. Any grievance or contention over new machinery or new conditions installed or established before or after commencement of this agreement shall be adjusted as per adjustment clause.

SECTION 25. Recognizing the efficiency and utility of trade agreements between employers and employees, we mutually agree to recommend to the granite industry where such agreements do not exist that similar agreements be made as are in use in localities or on jobs where men belonging to the Granite Cutters' International Association are employed.

SECTION 26. Any National, State or Municipal law, enacted for the betterment of wages or conditions in our trade shall not be violated by Quincy Branch, Granite Cutters' International Association.

SECTION 27. It is understood that the provisions of this agreement are arranged for the parties agreeing to same and the right of employers and employees to discipline their own members or applying their own rules to those eligible for same is not questioned.

SECTION 28. Any employer failing to comply with a decision of the Joint Adjustment Committee shall be declared in opposition to the Granite Cutters' International Association.

Agreement between Tool Sharpeners' No. 1 Branch Granite Cutters' International Association, and Granite Manufacturers' Association of Quincy.

SECTION 1. It is hereby agreed by and between the Granite Manufacturers' Association of Quincy, Mass., and Tool Sharpeners' No. 1 Branch of the Granite Cutters' International Association that the bill of prices hereby agreed upon shall remain in force from March 1, 1916 until March 1, 1921 without change. If either party desires a change to take effect March 1, 1921 they shall submit their demands to the other body not later than December 1, 1920. Should no notice of desired change be submitted by December 1, 1920, the present Bill of Prices to continue in force until March 1 of each year and from year to year thereafter, unless a notice of desired change be submitted by December 1st of any year.

SECTION 2. Unless where otherwise specified, any dispute arising between employer and employee on this agreement and bill of prices shall be submitted to a committee representing employers and employees to be known as the Adjustment Committee. Should said committee fail to agree, a third party to be selected by them; or if any dispute warrants it, the contention to then be left to sub-committees of the General Executive Officers of both Associations for settlement. The decision in either event to be final, and pending the consideration of which there shall be neither a strike, lockout or suspension of work.

SECTION 3. A gang to consist of from eleven (11) to fourteen (14) men, at 50 cents per hour or \$4.00 per day from March 1, 1916 to March 1, 1921. No sharpener to sharpen for more than sixteen (16) men. Extra men to be thirty-one and one-half (31½) cents per man, piece men to be thirty-three and one-half (33½) cents per man. In shops where two or more sharpeners are employed extra men to be placed on piece fire. Where extra men are employed the right to substitute is allowed, but this is not to be construed to mean that the right is allowed to substitute from piece to day fire.

SECTION 4. No man working on a day fire to be shifted on to a piece basis simply because two cutters are temporarily absent; this is not to be construed to mean that an employer cannot run a piece fire of any number up to 16 if he so desires.

SECTION 5. No deduction for less than one day's absence.

SECTION 6. An apprentice granite cutter to count in gang same as journeyman.

SECTION 7. All surfacing machine operators to count as two men.

SECTION 8. Turning lathes to be special bargain.

SECTION 9. The employment of apprentices to be a continuation of Section 10 of the agreement which expires March 1, 1916, which reads as follows: No firm to employ an ap-

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prentice unless a journeyman and five or more cutters over a journeyman's gang is employed, and in the event of a reduction in the force the journeyman may be discharged and the apprentice kept at work, but when this apprentice has served his two years or any part thereof (it being understood that he may have a month's trial before signing an apprentice agreement) no other apprentice can be taken on for three years unless a journeyman has been steadily employed by the day during the two years the apprentice was serving his time. The Manufacturers to notify the secretary of their association when they put on an apprentice, also giving name of apprentice and date when he commenced work.

SECTION 10. Apprentices to serve no more nor less than two years, and at no time sharpen for more than fourteen men.

SECTION 11. Any grievance or contention over new machines or new conditions, installed or established before or after commencement of this agreement shall be adjusted as per Section 2.

SECTION 12. Eight hours shall constitute a day's work excepting Saturdays, when work shall be four hours, or forty-four hours per week.

SECTION 13. Working hours to be from 7.15 A.M. to 4.15 P.M., one hour for dinner. It is understood that in Winter the hours may be changed to suit the daylight.

SECTION 14. Any workman leaving the yard shall be paid in full or given a check payable the first pay day after, or if discharged, he shall be paid at once. If paid by check in either instance, and check is found to be worthless, he shall be paid the time lost until payment is made.

SECTION 15. It shall be the duty of both parties to this agreement to see that apprentices are given a fair opportunity to make themselves proficient at the trade.

SECTION 16. Should representatives of either party to this agreement have need during working hours to consult with a party or parties they represent, it is understood that attending to such duty is a part of this agreement, provided that said representatives are not to interfere with workmen performing their usual employment for more than five minutes conversation in any one day, except with the consent of his employer or his representative.

SECTION 17. There shall be a pay day every week, either on Friday or Saturday, payment to be made during working hours, or within ten minutes thereafter. Workmen shall be paid in full in cash for the previous week; an employer once having established a pay day shall give notice if unable to pay on the regular day, stating the day when payment may be expected, but in no case to be later than the following Thursday. An employer failing to live up to this section shall be liable to suspension of work by the Granite Cutters' International Association.

SECTION 18. Overtime clause the same as Quincy Cutters' agreement.¹

SECTION 19. Holiday clause the same as Quincy Cutters' agreement.²

SECTION 20. Same as Section 26 of Quincy Cutters' agreement.³

Agreement between The Granite Manufacturers' Association of Quincy and Quincy Polishers' Branch of The Granite Cutters' International Association.

SECTION 1. It is hereby agreed by and between the Granite Manufacturers' Association of Quincy, Mass., and Quincy Polishers' Branch of The Granite Cutters' International Association that the bill of prices hereby agreed upon shall remain in use from March 1, 1916 until March 1, 1921, without change. If either party desires a change to take effect March 1, 1921 they must submit their demands to the other body not later than December 1, 1920. Should no notice of desired change be submitted by December 1, 1920 the present agreement is to continue in use until March 1 of each year and from year to year thereafter, unless a notice of desired change be submitted by December 1 of any year.

SECTION 2. Unless where otherwise specified any dispute arising between employer and employee on this agreement and bill of prices shall be submitted to a committee of

¹ See Section 7 on p. 84.

² See Section 8 on p. 84.

³ See Section 26 on p. 86.

Granite Cutters, Tool Sharpeners, and Polishers.

six, three representing the Manufacturers and three representing the Polishers' branch to be known as the Adjustment Committee. Said committee to take action within five days. Should said committee fail to agree, a third party to be selected by them, or if any dispute warrants it, the contention to then be left to sub-committee of the General Executive Officers of both Associations for settlement. The decisions in either event to be final, and pending the consideration of which there shall be neither a strike, lockout, nor suspension of work.

SECTION 3. The minimum rate of wages to be 50 cents per hour. Four dollars (\$4.00) per day.

SECTION 4. Every journeyman to receive an increase in wages according to this increase in minimum rate. A workman once having accepted pay his rate will be established and can only be changed by the mutual consent between the employer and employee. The rate in no case to be below the established minimum rate.

SECTION 5. Any man incapacitated by old age or physical disability from earning the minimum rate may apply to The Granite Polishers' Branch for permission to work for a lesser rate.

SECTION 6. Eight hours shall constitute a day's work excepting Saturday when work shall cease at eleven-fifteen A.M. Working hours to be from seven-fifteen A.M. to four-fifteen P.M. with one hour for dinner. It is understood that in winter the hours may be changed to suit the daylight.

SECTION 7. Any workman leaving a firm shall be paid in full or be given a check payable first pay day after, or if discharged he shall be paid at once. If paid by check in either instance and check is found worthless he shall be paid for the time lost until payment is made.

SECTION 8. There shall be a pay day every Saturday, payment to be made during working hours. Workmen shall be paid in full for the previous week. Any employer failing to live up to this section shall be liable to a suspension of work by the Polishers' Branch Granite Cutters' International Association.

SECTION 9. All work done outside the regular hours shall be counted as overtime and paid for once and one-half, excepting Sundays and the following legal holidays: January 1st, Decoration Day, Fourth of July, Labor Day, Washington's Birthday, Patriots' Day, Columbus Day, Thanksgiving Day, and Christmas Day, which shall be paid double time.

SECTION 10. The term of service for an apprentice shall be two years, after that he shall be classed as a journeyman. An apprentice must serve his apprenticeship in the shop or yard where he starts, providing the firm remains in business and desires his services. Any employer discharging an apprentice who has not served his full term of apprenticeship shall give him clearance papers stating time he has been in his employ.

SECTION 11. Any manufacturer or firm employing two journeymen polishers may have one apprentice, if employing five journeymen polishers may have two apprentices, and if employing nine journeymen polishers may have three apprentices. Any employer or firm failing to live up to the terms of this section shall be liable to a suspension of work by the Polishers' Branch of the Granite Cutters' International Association.

SECTION 12. Should representatives of either party to this agreement have need during working hours to consult with a party or parties they represent, it is understood that attending to such duty is considered a part of this agreement, provided that said representatives are not to stay more than five minutes in any one day in any shop or yard, excepting with the consent of the employer or his representative.

SECTION 13. It is understood that the provisions of this agreement are arranged for the parties agreeing to same, and the right of the employer and employees to discipline their own members or applying their own rules to those eligible for membership in their respective organizations is not questioned.

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SECTION 14. Any grievance or contention over new machinery or new conditions installed or established before or after commencement of this agreement shall be adjusted as per section 2 of this agreement.

SECTION 15. The Association consider it the duty of every member of Polishers' Branch to demand payment for his work and of the employer to pay his workmen on the basis of this agreement and bill of prices.

SECTION 16. Sawyers, bedsetters and hand polishers working by the day shall be governed by the machine polishers' agreement. In mills running two polishing wheels or more, polishers and bedsetters shall confine themselves to one part of the trade, either bedsetting or polishing, but in no case shall a bedsetter run a polishing machine. It is understood, however, a polisher may set his own bed providing the regular bedsetter is engaged setting another bed.

SECTION 17. Should any of the bedsetters fail to report for work the lumper has the privilege to proceed setting the beds pending arrival of bedsetters.

SECTION 18. Any lumper who has worked in a polishing shop for one year or more may be given a chance to set beds, for six months if the employer so desires. After the six months expire if found competent by a committee of three members of Polishers' Branch he shall be considered eligible for membership in Polishers' Branch of the Granite Cutters' International Association.

SECTION 19. Sawyers are to be those who have the responsibility of feeding and operating the saw. No member of the Granite Cutters' International Association will be allowed to teach anyone to run a saw unless the person to be taught is either a member of the Granite Cutters' International Association or an apprentice in the last three months of the last year of his apprenticeship, or a sawyer's lumper who has worked one year at lumping as hereinafter provided. Manufacturers desiring the services of a competent sawyer and not able to secure one shall notify the Polishers' Branch and if they are unable to furnish the man needed the manufacturer shall have the privilege of substituting any member of the Granite Cutters' International Association or a sawyer's lumper who has worked one year at lumping, in which latter case the man shall be considered an apprentice with one year's apprenticeship to serve.

SECTION 20. Closets must be furnished in every polishing mill and must be kept in sanitary condition, thoroughly boxed in and ventilated so as to eliminate all odors from said closets. Doors must be in good working condition.

SECTION 21. Drinking water with sanitary bubblers must be furnished by every mill.

SECTION 22. Any National, State, or Municipal law enacted for the betterment of wages or conditions in the granite trade shall not be violated by Quincy Polishers' Branch, Granite Cutters' International Association.

LIST OF PRICES FOR HAND POLISHING.

Band from 2½ in. to 5 in. per linear foot,	\$0.70
Band from 6 in. to 7 in. per linear foot,	1.00
Band in panel from 6 in. to 7 in. per linear foot,	1.25
Markers from ½ by 6 in.,	1.25 each.
Markers from ½ by 7 and 8 in.,	1.75 each.
Markers from ¾ to 1 by 6 in.,	1.45 each.
Markers from ¾ to 1 by 6 in.,	1.75 each.
Markers from ¾ to 1 by 7 and 8 in.,	2.00 each.
Markers from 2-0 by 10 in.,	2.75 each.
Markers from 2-0 by 1 ft.,	3.25 each.
Posts from 3 to 5 in. square,60 each.
Posts from 6 to 8 in. square,90 each.

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Posts from 9 to 10 in. square,	\$1.25 each.
Posts from 11 to 1 ft. square,	1.40 each.
4 Columns from 8 to 10 in. in length to 3 and 3½ in. in diameter,	9.00
4 Columns over 10 in. up to 1 ft. in length to 3 and 3½ in. in diameter,	11.00

Other prices to be considered according to length.

Mouldings, scrolls, urns, caps, etc., shall be polished by special bargain.

Stones to be polished under cover in wet or stormy weather or excessive heat.

Hand polishers shall be governed by machine polishers' agreement, but a lumper who is polishing only part of the time shall not be classed as a hand polisher, but it is understood that a lumper shall not polish more than eleven hours in any one week.

HOD CARRIERS AND BUILDING LABORERS.

Agreement between The Building Trades Employers' Association of Boston and Local Union No. 209 of the International Hod Carriers, Building and Common Laborers' Union of America, Boston and Vicinity, June 1, 1917 to May 31, 1918.

Agreement entered into by and between The Building Trades Employers Association of Boston, parties of the first part, and the International Hod Carriers, Building and Common Laborers Union of America, for the Local Union of Boston and Vicinity, parties of the second part.

ARTICLE I.

The parties of the first part agree to give preference of employment as Hod Carriers, Building and Common Laborers to such help as are under the jurisdiction of the International Hod Carriers, Building and Common Laborers Union of America.

ARTICLE II.

The wages of Scaffold Builders shall be 45 cents per hour; and of Masons' Tenders shall be 42½ cents per hour. Eight hours shall constitute a day's work for Masons' Tenders and Scaffold Builders and overtime shall be paid for at time and one-half rate, with double time for Sunday and the following holidays, — Memorial Day, Fourth of July, Labor Day, Columbus Day, Thanksgiving and Christmas day or days observed as these days.

All other laborers shall be paid 40 cents per hour straight time, except Sundays and the following Holidays, — Memorial Day, Fourth of July, Labor Day, Columbus Day, Thanksgiving and Christmas Day or days observed as these days, when they shall be paid double time.

ARTICLE III.

Laborers shall be paid regularly once a week on or before the noon hour on Saturday.

ARTICLE IV.

SECTION 1. The parties of the second part pledge themselves to promote the mutual interest of the parties of this Agreement and to continue the present amicable relation between the employer and employees, to advertise all firms who are parties to this Agreement through the regular channel as Union firms and to use the organization's good office in behalf of the parties of the first part in every honorable manner.

SECTION 2. To settle all future disputes between the parties to this Agreement an Arbitration Board shall be appointed composed of an equal number from both parties. The party aggrieved shall notify the remaining party at once and a meeting to consider the matter shall take place within three days, work to continue during the arbitration.

SECTION 3. This Agreement shall remain in force and effect from the first day of June, 1917 until the last day of May, 1918.

Hod Carriers and Building Laborers.

SECTION 4. Either party desiring a change in this Agreement shall notify the remaining party four (4) months before the expiration of this Agreement. If there is no notification, Agreement shall continue in full force and effect.

The Building Trades Employers Association of Boston.
Special Committee.

The International Hod Carriers, Building and Common Laborers Union of America.

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President.

HOTEL AND RESTAURANT EMPLOYEES.

Agreement between Employers and Local No. 161, Hotel and Restaurant Employees' Alliance of America, Brockton, September 13, 1915 to September 12, 1917.

Agreement made and entered this day of in the year by and between

..... in the County of Plymouth, Commonwealth of Massachusetts, party of the first part, and Hotel and Restaurant Employees' Alliance of America, Local 161, Brockton, Mass., party of second part, AGREED:

FIRST. That the undersigned agree to employ only members in good standing of Local 161, Brockton, Mass., whenever possible.

SECOND. To display the label in a conspicuous place.

THIRD. That the said label remain the property of Local 161, Brockton, Mass., and to be subject to return on demand.

FOURTH. Agree to all terms contained in this Scale of Wages and Hours, adopted by aforesaid Local, August 17, 1915, to take effect September 13th, 1915, at 12, night, expiring September 21th, 1917, at 12, night.

SCALE OF HOURS AND WAGES.

ARTICLE 1. That a waiter shall not work more than sixty-five (65) hours a week, and shall not receive less than twelve (\$12) dollars a week and board.

ARTICLE 2. That a waitress shall not work more than fifty-four (54) hours a week, and receive not less than seven (\$7) dollars a week and board.

ARTICLE 3. That a first man cook shall work no more than seventy (70) hours a week, and receive not less than fifteen (\$15) dollars a week and board.

ARTICLE 4. That a night man or order cook shall not work more than eighty-four (84) hours a week, and receive not less than twelve (\$12) dollars a week and board.

ARTICLE 5. A cook's day assistant, male or female, not less than ten (\$10) dollars a week and board. The man to work not more than seventy (70) hours a week, the woman not more than fifty-four (54) hours a week.

ARTICLE 6. That a first woman cook shall not work more than fifty-four (54) hours a week, and receive not less than twelve (\$12) dollars a week and board.

Hotel and Restaurant Employees.

ARTICLE 7. That a woman meat and order cook, or a woman meat and pastry cook, shall not work more than fifty-four (54) hours a week and shall receive not less than twelve (\$12) dollars a week and board.

ARTICLE 8. Woman pastry cook shall not work more than fifty-four (54) hours a week, and shall receive not less than ten (\$10) dollars a week and board.

ARTICLE 9. Man pastry cook to work no more than seventy (70) hours a week, and to receive not less than fifteen (\$15) dollars a week and board, provided that said work and man does not conflict with the schedule of the Bakers' Union.

ARTICLE 10. Woman dishwasher to work no more than fifty-four (54) hours a week, and to receive no less than six (\$6) dollars a week and board.

ARTICLE 11. That all employees working any spare time shall be paid twenty-five (25c) cents every hour or fraction thereof.

ARTICLE 12. Kitchen men shall work no more than seventy (70) hours a week, and shall receive not less than seven (\$7) dollars a week and board.

ARTICLE 13. A pantry man or pantry woman; the man to work no more than seventy (70) hours, the woman fifty-four (54) hours a week, and to receive not less than ten (\$10) dollars a week and board.

ARTICLE 14. That members of this Local shall be given preference of work at all times, and the proprietor shall show why a member should not be employed, and he shall consult the Business Agent before employing non-union help.

ARTICLE 15. That no member of this Local shall be discharged except for just cause shown by the proprietor to this Local, or discharged member stating cause was just.

ARTICLE 16. That no employee working at any other craft shall work spare time except in cases of emergency.

ARTICLE 17. Any employee working for meals shall work only between the hours of twelve (12) A.M. and one (1) P.M.

ARTICLE 18. That a day or night waiter, waitress or cook, shall work his' or her full time between fourteen (14) consecutive hours his or her [sic] each day or night. Any employee working outside these hours shall receive spare time rates.

ARTICLE 19. Members rooming where employed shall not be charged more than one (\$1) dollar a week, except by mutual agreement.

ARTICLE 20. To be added second holiday. Some holiday in the year when the proprietors can arrange not to run more than two places on that day in one year's time. Labor Day shall be considered a holiday, and all employees working a full day or part of a day to receive double pay.

ARTICLE 21. That the Business Agent of this Local has the right at any time to enter a place of business and consult employees.

ARTICLE 22. Members receiving better conditions than the above scale of wages shall not be reduced unless by mutual agreement.

ARTICLE 23. All day members shall have one day off in fourteen (14), or one-half day in seven (7).

ARTICLE 24. All night members shall have one night off in fourteen (14), or one-half night off in seven (7).

ARTICLE 25. Any member of this Local committing themselves [sic] in any way, while at work, if reported in writing to the Local — action shall be taken thereon and said member be suspended or expelled as the case may warrant.

ARTICLE 26. That I, as an employer, before hiring permanently an employee will state to said hand that they [sic] must obtain a Clearance Card from the Business Agent to be deposited with me, said duplicate of card to be held by Business Agent.

Hotel and Restaurant Employees.

ARTICLE 27. That any violation of these Articles be deemed a breach of contract and sufficient ground for withdrawing card.

ARTICLE 28. That all employees shall receive his or her time off before 12 P.M. (midnight).

Date.....

Signed.....

IN WITNESS WHEREOF, we have this day set our hands and seal of our organization.

.....
President.

.....
Business Agent, Local 161, Brockton.

INSULATORS AND ASBESTOS WORKERS.

Agreement between Boston Asbestos Manufacturing Association and Local No. 6 of Boston and Vicinity of the International Association of Heat and Frost Insulators and Asbestos Workers, August 2, 1915 to December 31, 1917.

THIS AGREEMENT made and entered into this second day of August, Nineteen Hundred and Fifteen, by and between the Boston Asbestos Manufacturing Association, party of the first part, and International Local No. 6 of Boston and Vicinity of the International Association of Heat and Frost Insulators and Asbestos Workers, party of the second part, shall be operative from August 2, 1915, up to and including December 31, 1917.

ARTICLE I. — OBSERVANCE.

It is hereby agreed that the provisions of this Agreement shall be binding upon each of the members of the Boston Asbestos Manufacturers Association, individually, and as members of the Boston Asbestos Manufacturers Association, and upon each and every member of Local No. 6, individually, and as members of the said Union; within a twenty-five mile radius of Boston Steam Railroad Terminals, without the radius of twenty-five miles from Providence Railroad Terminals.

ARTICLE II. — REGULAR HOURS OF LABOR.

Workdays shall consist of eight (8) hours, from 8.00 A.M. to 5.00 P.M., with one (1) hour for lunch, except on Saturday, when the time shall consist of four (4) hours between 8.00 A.M. and 12 M. These hours shall be known as regular time. No work shall be done between 12.00 and 1.00 o'clock P.M., except by direction of employer, in which case same shall be paid for as regular time.

ARTICLE III. — OVERTIME.

All labor performed in excess of workday, on Sundays, and on all observed holidays, and on Saturday afternoons, if ordered by the party of the first part or its agents, shall be paid at double the regular rate of wage. It is optional, however, with the employers and the men who are boarding at jobs within the limits of this trade agreement and who are being paid board by the party of the first part, to work Saturday afternoons at single time, up to 5.00 P.M.

The holidays observed are: February 22, May 30, July 4, Thanksgiving Day and Christmas Day. No work shall be done on Labor Day. Columbus Day to be observed in Boston and within the twenty-five mile radius.

Insulators and Asbestos Workers.**ARTICLE IV. — EXPENSE.**

Transportation, board, and other necessary expenses shall be paid only when actually expended and satisfactorily accounted for by itemized account. In no case shall a workman receive board money on work situated where he permanently resides.

Members of Local 6 shall receive car fare when on work requiring fare in excess of ten cents daily to and from the shop.

ARTICLE V. — TRAVELING.

The time employed in traveling during regular working hours shall be paid for at single time. No time shall be paid for traveling by night. Sleeping berths are to be furnished by the employers when necessary.

ARTICLE VI. — RATE OF WAGE.

The minimum wage of Journeymen shall be at the rate of 50 cents per hour from August 2, 1915, up to and including December 31, 1916, and at the rate of 53 cents per hour from January 1, 1917 to December 31, 1917; it being agreed by the employers, that all workmen employed in applying coverings as heretofore, in the employ of said employers, whether on repairs or new work in Boston or within a twenty-five mile radius of Boston Steam Railroad Terminals, shall be members of Asbestos Workers Union No. 6.

In special cases of emergency, when Local No. 6 does not supply the employers with sufficient competent workmen on written demand, the employers may obtain the necessary workmen whenever and wherever they can. Such emergency men may be paid at the regular rate of wages as specified in this Agreement.

Improvers shall work at least four (4) years at the trade before being declared actual Journeymen, and the minimum wage during the first year shall be 25 cents per hour; during the second year 31½ cents per hour; and during the third year 40 cents per hour; during the fourth year 43½ cents per hour, at which last named rate they shall be paid until declared mechanics by a competent examining board. Improvers shall be allowed to apply stock when working along with Journeymen and when not otherwise occupied. Improvers shall not be allowed to go on jobs alone when competent Journeymen can be furnished by business agent, and the number of Improvers in any shop may equal but not exceed the number of Journeymen.

ARTICLE VII. — JOINT TRADE BOARD.

There shall be a Trade Board consisting of five members of the Boston Asbestos Manufacturers' Association and five members of Local No. 6 and said Trade Board shall have the right to investigate all labor operations, of the parties of this agreement within its prescribed limits so far as any of the provisions of this agreement are involved, in connection with which any question may arise, and for this purpose shall have the right to summon, question and examine any party to this agreement, or their representative, or agents.

In case any disputes arise notice must be given in writing to the Secretary of the Board of Trade by aggrieved party within twenty-four hours.

The Trade board shall be governed by the following By-Laws:

1. Meetings may be held quarterly in January, April, July and October.
2. Special meetings shall be called by the Chairman of the Trade Board on written request of either side, stating object for which meeting is to be called, but no matters shall be discussed at special meetings except those designated in said written request.
3. Eight shall constitute a quorum, four from each side; neither side shall cast more ballots than the other.
4. The vote on all questions of violations of this Agreement shall be by secret ballot.

Insulators and Asbestos Workers.

5. It shall require a four-fifths vote to carry any question.

6. The Trade Board shall have the power to impose fines or other penalties where agreed by vote, as above provided for, if any of the Articles of this Agreement have been violated by either party to same. Such fines or penalties shall be imposed against either the party of the first part or the party of the second part as the case may be, and the Trade Board shall see that any fines or penalties so imposed are satisfied, and the disposition of moneys so collected shall be decided by the Trade Board.

ARTICLE VIII. — REGULATION OF WORK.

The members of Boston Asbestos Manufacturers' Association hereby agree that they will not permit any individual, any member of a firm or officers of a corporation in their Association or their representatives or agents, to execute any part of the work of application of materials, and it is distinctly understood and agreed that Local No. 6 will not permit any of its members to estimate on or contract for any work nor to act in any capacity other than that of a workman.

Members of Local No. 6 shall work only for Master Felters who sign and conform to this trade agreement.

There shall be no restrictions placed upon the individual efforts of the parties of the second part.

On operations out of town where board is paid, laborers may be used to mix and distribute materials.

ARTICLE IX. — STRIKES AND LOCKOUTS.

It is hereby mutually agreed that there shall not be any strikes or lockouts and all questions or disputes shall be referred to the Trade Board.

This does not include, however, a general action by the Boston Building Trades Council.

ARTICLE X. — AGREEMENT APPLICATION.

The party of the first part hereby agrees to employ the good standing members of the party of the second part on all the applications of all pipe covering and the applications of all insulations to all heated surfaces, within the limits of this agreement; this to include all alterations and repairing of all similar work and to cover all kinds of insulations for the purposes mentioned, this to include covering of all cold piping and circular tanks connected therewith.

ARTICLE XI. — TRADE AGREEMENT.

No rules or By-Laws shall be made or continued in force by either party which in any way conflict with the provisions of this Agreement. Any complaint arising under this clause shall be adjusted by the Trade Board.

Signed for entire membership of Local No. 6, of the International Association of Heat and Frost Insulators and Asbestos Workers, and the Boston Asbestos Manufacturers Association, by

.....
President, Boston Asbestos Mfrs. Association.

.....
President, No. 6 International Association Heat and Frost Insulators and Asbestos Workers.

.....
Secretary, Boston Asbestos Mfrs. Association.

.....
Secretary and Business Agent, No. 6 International Association Heat and Frost Insulators and Asbestos Workers.

LATHERS.

Agreement between Employers and Local No. 72, of the Wood, Wire, and Metal Lathers' International Union, of Boston, July 1, 1915 to May 1, 1917.

First: It is agreed that the following jurisdiction of work is covered in this agreement:

"Erecting and installing of all light iron construction, furring, making and erecting of brackets, clips and hangers; wood, wire, and metal lath, plaster board, or other material which takes the place of same, to which plastic material is adhered, corner beads, all floor construction, arches erected for the purpose of holding plaster, cement, concrete or any other plastic material."

The above classification covers such work as light iron partitions, iron wall, furring, all light iron work for suspended and other metallic lath ceilings, making and erecting light iron brackets, which are used in connection with ornamental plastering for cornices, panelled ceilings, groin, elliptical, Gothic, proscenium, and all other arches of this description; the erection of metal corner beads, which are covered with plastic material, and intended for the protection of external corners; the wrapping of beams and columns; the placing, nailing and tying of all metallic lath, no matter for what purpose used, — this includes wire cloth, expanded metal, and Hy-Rib, Self-Centering, Shure-Bond, Trussit, Ferro-Inclave, Truss-V-Rib, Truss Metal, Key-Ridge, and all other similar forms of self-supporting lath and the fabrication and installation of all light iron erected for the purpose of receiving metallic lath, or plastic material.

Second:

ARTICLE I.

SECTION 1. The party of the first part agrees to employ none but members of the party of the second part on all light iron, furring, brackets, wood, wire and metal lath, corner beads, wire and metal arches, plaster board or other material which takes the place of same to which plastic material is adhered. All reinforced construction erected for the purpose of holding plaster, cement, concrete or any other plastic material.

SECTION 2. The party of the first part agrees that on and after July 1, 1915, that eight (8) hours shall constitute a day's work, and that double time shall be paid for overtime, also Sundays, and the following holidays: Washington's Birthday, Patriot's Day, Decoration Day, July 4th, Labor Day, Columbus Day, Thanksgiving Day, Christmas Day, and all day Saturday (that work shall commence at 8 o'clock A.M. and end at 5 o'clock P.M.), and one hour for noon. Noon hour may be curtailed by agreement with the firm and a majority of the men on the job. All work performed between the hours of 5 o'clock P.M. and 8 o'clock A.M. to be paid for at the rate of double time.

SECTION 3. The party of the first part agrees to pay the members of the party of the second part a minimum scale of sixty-five (65) cents per hour for all work done by parties of the second part from July 1st, 1915, to May 1st, 1917; and further agrees to pay all foremen at least fifty cents (50c) per day more than the minimum rate. The said foremen must be members of the party of the second part.

SECTION 4. The party of the first part agrees to pay the members of the party of the second part Three Dollars and Twenty-five Cents (\$3.25) per thousand (1,000) for all ordinary lathing; Three Dollars and Fifty Cents (\$3.50) for all five (5) nail work, where other than blue burnished wire nails are used, a charge of Fifteen Cents (15c) extra per thousand (1,000) shall be allowed. Double nailing, butts, breaking every lath, back lathing, patching, all theatre and church work, dovetailing, and where ceilings are over fourteen (14) feet or more in height, and all cellar ceilings in apartment houses left unfinished, and all jobs under three thousand (3,000) laths to be considered a day's work at Five Dollars and Twenty Cents (\$5.20) per day.

All buildings, after December 1st, shall be screened and windows and doors on before Lathers go to work, if the business agent believes it necessary. On all buildings except one (1), two (2) and three (3) stories the lath and staging to be placed on every floor.

Lathers.

When party of the first part sends members of the party of the second part to a job and the same is not ready, they must be paid for lost time not to exceed four hours.

SECTION 5. It is mutually agreed that the party of the first part can employ one apprentice to each ten journeymen; the said apprentice to be between the ages of sixteen and twenty-one years; the apprentice to be bound by the same constitution that exists with the party of the second part for a term of three (3) years.

SECTION 6. The party of the first part agrees to pay the apprentice of the party of the second part One Dollar and Fifty Cents (\$1.50) per day for the first year; Two Dollars and Fifty Cents (\$2.50) per day for the second year, and Three Dollars and Fifty Cents (\$3.50) per day for the third year. The apprentices working on wood lath to receive the same scale as the journeymen unless on day's work, then they shall be paid the amounts specified. All apprentices to be registered with the party of the second part.

SECTION 7. The party of the first part agrees to pay the traveling expenses of the members of the party of the second part when the fare is more than ten cents (10c) per day from the City Hall, Boston. All traveling time between the hours of 8 o'clock A.M. and 12 o'clock noon, and 1 o'clock P.M. and 5 o'clock P.M. to be considered as part of the day's work. Traveling expenses by night to include stateroom or sleeper.

SECTION 8. The party of the first part further agrees to pay the members of the party of the second part before 5 P.M. Friday of each week, and further agrees to pay members of the party of the second part at the time of lay-off or discharge. If men are not paid as specified above, single time is to continue until paid, said time to be between 8 o'clock A.M., 12 o'clock noon, 1 o'clock P.M., and 5 o'clock P.M., provided, however, that no more than twelve hours shall be charged.

SECTION 9. The party of the first part agrees to allow the business agent of the second part to visit all jobs at all times, and also to allow a steward on each job, who shall attend to the business of the party of the second part without expenses or inconvenience to the party of the first part.

ARTICLE II.

SECTION 1. The party of the second part agrees to perform in a faithful and workman-like manner all duties required by Section 1 of Article I for the party of the first part.

SECTION 2. The party of the second part agrees that a member of the party of the second part who leaves the employ of the party of the first part cannot collect his wages until five o'clock of the following Friday, unless the party of the first part wishes to pay the member of the party of the second part. Should said member of the party of the second part be out of town the said member shall pay his own expenses to Boston.

SECTION 3. It is further agreed between the party of the first part and the party of the second part that any proposed change in this agreement shall be submitted six (6) months prior to its going into effect.

LAUNDRY WORKERS.

Agreement between Employers and Laundry Workers' International Union, Local Union No. 144 of Haverhill, May 1, 1916 to May 1, 1917.

This Agreement, between.....representing the.....Laundry of Haverhill, Massachusetts (hereinafter designated as the party of the first part), and the Laundry Workers' International Union, Local Union No. 144 of Haverhill, Massachusetts (hereinafter designated as the party of the second part), made and entered into for the purpose of fixing the scale of wages, schedule of hours and general rules and regulations affecting employees, members of the party of the second part, and shall be in effect and shall bind said.....Laundry and the party of the second part on and

Laundry Workers.

after May 1st, 1916, until May 1st, 1917, and it is hereby mutually agreed upon by the party of the first part and the party of the second part, that the terms of this Agreement are as follows, to wit:

The party of the first part agree:

We, the party of the first part agree:

FIRST. That members in good standing of the party of the second part only shall be employed in the above mentioned Laundry, provided that the Union being unable to secure and furnish Union help, the party of the first part shall then have the privilege of hiring other help, with the understanding that such help must become members of the party of the second part at the expiration of two weeks from date of going to work in this Laundry or be discharged.

SECOND. That the scale of wages, schedule of hours and general rules and regulations of working conditions, designated in this agreement shall exist and be in effect in said Laundry during the period of this Agreement.

THIRD. Schedule of hours: That nine hours shall constitute a day's work between 7 A.M. and 6 P.M. No reduction in wages to be made on account of reduction of hours of labor.

FOURTH. Rate of Overtime: That employee shall receive time and one-half pay for same.

FIFTH. That the following days shall constitute Holidays: April 19, May 30, July 4, Labor Day, Thanksgiving and Christmas.

Rate of Overtime:.....

SIXTH. Term of Apprenticeship (specify departments): These Agreements include all excepting two bookkeepers.

SEVENTH. That the following is the minimum scale of wages that shall be paid in the said Laundry, (designate each department):

Washers, Drivers and Polishers — not less than \$2 per day,	\$12.00 per week.
Starch Ironers and Big hand Ironers — not less than \$1.60 per day,	9.60 per week.
All others outside those mentioned above — not less than \$1.35 per day,	8.10 per week.

EIGHTH. That a properly accredited representative of the International Union or of the Local Union shall be allowed to inspect the shop conditions and use of the Label, in said.....Laundry at any time during working hours.

The party of the second part agree:

We, the party of the second part agree:

A. That in consideration of the signing and the carrying out in good faith of this agreement, we do grant to the party of the first part the privilege of using the Union Label or stamp of the Laundry Workers' International Union during the period of this agreement, provided that the party of the first part agrees to return all label cuts or stamps furnished, without cost of the Union, and to use no printed matter bearing this label, upon the discontinuance or violation of this contract and to surrender all claims to their further use.

B. That an agreement in all particulars practically the same as this one will be entered into and maintained, if possible, between the party of the second part and all white steam laundries operated in Haverhill, Massachusetts, to take effect and continue in force for a like period of time.

C. That the party of the second part will exert its power as a labor organization to make all reasonable effort to benefit the business of the party of the first part.

D. That the party of the second part will not call any strike of its members in sympathy with other organizations or labor unions, unless sanctioned by the Central Labor Council or Trades Assembly of their city and that its members will faithfully perform their various duties toward the Laundry employing them under this agreement to their best ability throughout the life of this agreement.

Laundry Workers.

E. That a new agreement to take the place of this one shall be presented thirty (30) days prior to the date of expiration of this agreement.

F. Any differences that may arise between the party of the first part and the party of the second part, as to the interpretation of this agreement or of any of the clauses or terms thereof, shall be referred to a Board of Arbitration, which Board of Arbitration shall consist of two members of the party of the second part and of two representatives of the party of the first part, these four members of the Board of Arbitration shall, if necessary select another member of said Board of Arbitration and a decision of the majority of said Board of Arbitration shall be binding on both parties to this agreement, provided that all questions at issue must be settled by said Board of Arbitration as expeditiously as possible, and in no case more than two weeks be taken by the said Board of Arbitration to render a decision.

G. This agreement shall not be transferable.

Signed by

For Employer.

.....

For International Union.

At a legal meeting of Local Union No. 144, the foregoing contract was approved.

(SEAL.)

Signed for Local Union

President.

.....

Secretary, pro tem.

LEATHER WORKERS ON HORSE GOODS.

Agreement between Local No. 105 of the United Brotherhood of Leather Workers on Horse Goods and Harness Manufacturer, April 15, 1916 to April 14, 1917.

Agreement made and entered into the 15th day of April, 1916, by and between Local 105 of the United Brotherhood of Leather Workers on Horse Goods and the undersigned, a manufacturer of harness, collars and leather horse goods. Local 105 agrees to furnish to the undersigned the use of its union stamp and shop card, without cost, the use of the union stamp, however shall not be compulsory.

FIRST.

The employer agrees that he will not cause or allow the union stamp to be placed on any goods not made in the shop, for which the use of the union stamp and shop card is granted.

SECOND.

All the employees employed in the manufacture of Leather Horse Goods must be members of the United Brotherhood of Leather Workers on Horse Goods at the going into effect of this agreement.

THIRD.

The hours of labor shall be 53 hours per week except the months of May, June, July, August, September and October, when all work shall cease at 12 o'clock noon Saturday, the wages to be the same as for the 53-hour week.

Leather Workers on Horse Goods.**FOURTH.**

The minimum wage to be for repair men, fitters and finishers on coach and buggy harnesses, \$19.50 weekly. Minimum for repair men, fitters and finishers on express and team harness, \$18.00 weekly. Minimum for machine operators, saddle makers and collar makers, \$19.00 weekly. Stitchers, \$15.00 weekly, without loss of pay for all legal holidays, and all overtime to be paid for at the rate of time and one-half.

FIFTH.

All questions of wages or conditions of labor which cannot be mutually agreed upon, shall be submitted to a committee of three to adjust, one to represent the employer, one local 105, they to choose the chairman, he to have the deciding vote. The decision of the committee shall be final and binding on the employer and the Union.

SIXTH.

This agreement shall become void on and after April 14, 1917.

United Brotherhood of Leather Workers on Horse Goods.

.....*President.*
*Secretary Treasurer.*

Harness Manufacturer

By.....

Agreement between Master Teamsters and Corporations employing Harness Makers in Boston and vicinity, and Local No. 105, April 15, 1916 to April 15, 1918.

To the Master Teamsters and Corporations employing Harness Makers in Boston and vicinity:

We the undersigned members of the United Brotherhood of Leather Workers on Horse Goods, representing a majority of the harness makers employed in the stables of Greater Boston, have decided, owing to the ever increasing cost of living, that, in order to maintain our standard of living, it is necessary to ask for an increase in our wages, trusting that the same will be granted by April 15, 1916.

FIRST.

We request that the hours of labor shall be 53 hours a week, except the months of May, June, July, August, September and October, when work shall cease at 12 o'clock noon Saturdays, the pay to be the same as the 53-hour week, and without loss of pay for all legal holidays. All overtime to be paid at the rate of time and one-half.

SECOND.

The minimum wage where one man is employed, \$20.00 per week. In shops where two or more men are employed, the wages of the man in charge to be \$20.00 per week, and helpers \$18.00 per week.

THIRD.

This schedule to be void on and after April 15, 1918.

.....
President.

LONGSHOREMEN.

Agreement between the Boston Trans-Atlantic Steamship Lines and contracting Stevedores and the International Longshoremen's Association, May 26, 1916 to September 30, 1917.

This Agreement made and entered into this 26th day of May, 1916 by and between the Boston Trans-Atlantic Steamship Lines and contracting stevedores by their duly authorized representatives as parties of the first part and the International Longshoremen's Association by its duly authorized representatives as parties of the second part.

ARTICLE I.

It is distinctly understood and agreed that all Longshoremen employed by the party of the first part in connection with loading and unloading of ships shall be members of the International Longshoremen's Association whenever such men are available and whenever such men are not available then the party of the first part has the right to employ such other men who can perform the work until such time as the party of the second part can furnish the men, but the party of the first part has the right to employ such non-union men until the completion of the day on which they are employed.

ARTICLE II.

Whenever any controversy arises between the party of the first part and the party of the second part the men shall continue to work and the controversy adjusted between a representative of the party of the first part and the party of the second part. If said controversy cannot be so adjusted then it shall be submitted to arbitration. Said arbitration board shall consist of one representative selected by the party of the first part, one to be selected by the party of the second part, and the two so selected shall select a third party who must be a disinterested person, and the decision of any two shall be final and binding on both parties. Said arbitration board shall meet at least within three days after request for same has been made.

ARTICLE III.

When Union men are employed on steamers, sailing vessels and lighters in the harbor, loading or discharging cargo, they shall be paid from the time they leave the wharf until return to same. Men not to be paid for meal hour unless they work.

When men are compelled to work any meal hour, they shall receive double time at the prevailing rate of wages and for each succeeding hour until relieved.

ARTICLE IV.

Men shall in all cases be paid the prevailing rate of wages for rigging up, hauling stages, handling hatches, etc., and in no case shall men handle hatches, etc., until the appointed hour for commencing work and knocking off.

ARTICLE V.

No member of locals shall work with sailors running winches or handling baggage or cargo to the exclusion of Union men unless Union men are not available but stewards may handle stateroom baggage. When men do not return to work it is left to the discretion of the stevedores to fill their places as best they can.

Longshoremen.**ARTICLE VI.**

It is understood that as far as possible no unnecessary labor shall be performed on Christmas Day or Labor Day, but if through special or unavoidable circumstances the employers find it necessary to work, the question of the amount of work to be done shall be decided in each case between a special committee of the men working at the time on the ship and the stevedore. The men to work on the night preceding or succeeding these holidays if ordered out in regular gangs.

ARTICLE VII.

It shall be the duty of hatchmen on sailing vessels or steamers, and guymen on lighters to see that each person employed in his gang has a working longshore card in good standing, and also hatchmen shall challenge guyman for his card, and if he has no longshore card to put a Union man in his place.

ARTICLE VIII.

Men shall be hired in regular gangs before 6 P.M. on the eve of Sundays and all other holidays.

ARTICLE IX.

When men are requested to work on Sundays and Holidays, or the night preceding such Sundays or Holidays they shall be ordered out the night preceding such Sundays or Holidays in regular gangs.

ARTICLE X.

When men are compelled to work cargo in a hatch or next hatch where grain is running, and there is no partition or bulkhead, they shall receive the same wages as if they were handling grain, and in trimming grain all hands time to go on until the grain is finished.

ARTICLE XI.

Shifting gangs shall cease while there are Union men available, but if no Union men are available the stevedore may shift gangs.

ARTICLE XII.

The winchmen to get the running of grain with the hatch boss and hatchmen.

ARTICLE XIII.

All hatches to be on at 5 P.M. Saturdays the year round, except to finish or work overtime, or where grain is running after 5 P.M. hatches to be on at 6 P.M.

ARTICLE XIV.

When men are ordered out to work a half or whole night, they shall receive a half or whole night's pay unless work is discontinued through stress of weather or from any breakdown, or in case of finish loading or discharging.

ARTICLE XV.

When men are requested by foreman to give up their books while working on paper or bags, they shall do so.

Longshoremen.**ARTICLE XVI.**

Engineers getting up steam from 6 A.M. to 7 A.M. to receive one double hour and regular wages thereafter.

ARTICLE XVII.

It is understood the Stevedore will arrange as far as possible with the Owners or Agents of the hoisters handling heavy lifts to employ the hatchmen, winchmen and holdmen engaged on the steamer.

ARTICLE XVIII.

When men are ordered out to work nights, Sundays or Holidays and are sent home through lack of work, they shall in no case be paid less than one hour at the prevailing rate of wages.

WAGE SCALE.**ARTICLE I.**

For day work 7 A.M. to 6 P.M. on general cargo per hour 40c.

ARTICLE II.

For day work 7 A.M. to 6 P.M. on bulk cargo and nitrate in bags per hour 42c.

ARTICLE III.

For day work 7 A.M. to 6 P.M. on sugar, molasses, oranges and lemons, shipments of glucose and syrup of over 400 barrels, and refrigerated cargo, loaded when a cold blast of 20 degrees or lower is on, (this does not include apples, bacon and general cargo when loaded in refrigerator boxes) per hour 50c.

ARTICLE IV.

For day work 7 A.M. to 6 P.M. on grain per hour 55c.

*Night Work.***ARTICLE V.**

For night work 8 P.M. till 12 midnight and from 12.30 A.M. till 5 A.M. on all cargo except grain per hour 60c.

ARTICLE VI.

For night work 8 P.M. till midnight and from 12.30 A.M. till 5 A.M. on grain per hour 65c.

*Sundays and Holidays.***ARTICLE VII.**

For day work on Sundays and all National, State and appointed holidays (including the anniversary of the Battle of Bunker Hill, June 17th), per hour 80c.

ARTICLE VIII.

For night work on Sundays and all National, State and appointed holidays (including the anniversary of the Battle of Bunker Hill, June 17th), from 8 P.M. Saturday night till 5 A.M. Monday and from 8 P.M. on the eve of all holidays until 5 A.M. mornings succeeding such holidays, per hour 80c.

Longshoremen.**ARTICLE IX.**

For work on wrecked and stranded vessels and fire jobs from 7 A.M. till 6 P.M. per hour 50c. From 8 P.M. till 12 midnight and from 12.30 A.M. till 5 A.M. per hour 60c. Sundays and holidays per hour \$1.00, all time to count from the time the men leave the wharf until return to same (as case may be). Men not to be paid for meal hours unless they work.

ARTICLE X.

When men are compelled to work any meal hour they shall receive double time at the prevailing rate of wages and for each succeeding hour until relieved.

ARTICLE XI.

(A) Lunch time, compulsory, to be taken at the usual time on the following cargoes: Sugar, molasses, bulk, cargo, nitrate, jute, loose dry hides, quebracho, gambier, and cutch, in bales or bags, fifteen minutes to be paid for, and when required to work after 5 P.M. gangs to be notified before 4 P.M.

(B) Grapes, 6 barrels in a sling, 12 barrels in a net, and to be trucked to pile. Apples and vegetables, no load to exceed 5 barrels.

This agreement to go into effect 26th day of May, 1916, and to remain in full force until 30th September, 1917.

For the Boston Trans-Atlantic Steamship Lines, American Hawaiian Steamship Lines and Contracting Stevedores.

(Signed)

.....

For the International Longshoremen's Association

(Signed)

Local 799,

Local 800,

Local 805,

METAL POLISHERS.

Agreement between Employers and Local No. 95, Metal Polishers, Buffers, Platers, Brass and Silver Workers Union of North America, Boston, May 1, 1917 to April 1, 1918.

ARTICLE I.

The party of the first part hereby agrees to employ none but members of the above-named organization in good standing who carry the regular working card of the organization and 48 hours' notice shall be given to shop stewards before any non-union help may be employed.

All non-union men must become members of the organization.

Metal Polishers.**ARTICLE II.**

The minimum rate of wages shall be as follows:

Polishers,	\$22.50 for 48 hours.
Buffers,	22.50 for 48 hours.
Platers,	22.50 for 48 hours.
General Brass Workers,	22.50 for 48 hours.
Silver Workers,	

ARTICLE III.

Polisher, Buffer and Plater apprentices shall be paid as follows:

After 3 months,	\$1.50 per day.
After 6 months,	1.75 per day.
After 1 year,	2.00 per day.
After 1½ years,	2.50 per day.
After 2 years,	3.00 per day.
After 2½ years,	3.50 per day.
After 3 years,	3.75 per day.

General Brass Worker apprentices:

After 6 months,	\$1.50 per day.
After 1 year,	1.75 per day.
After 1½ years,	2.00 per day.
After 2 years,	2.25 per day.
After 2½ years,	2.50 per day.
After 3 years,	3.00 per day.
After 3½ years,	3.50 per day.
After 4 years,	3.75 per day.

ARTICLE IV.

Apprentices shall belong to the organization and carry the card of their craft, and only one apprentice be allowed to seven journeymen.

Apprentices shall be given every opportunity to learn all details of their respective trades and shall serve three years, except Brass Finishers, who shall serve four years. Any apprentice leaving his employer before the termination of his apprenticeship shall not be permitted to work under the jurisdiction of the organization but shall be required to return to his former employer.

ARTICLE V.

Time and one-half shall be paid for overtime and double time for Sundays and the following legal holidays: New Year's Day, Washington's Birthday, Patriots' Day, Decoration Day, Fourth of July, Columbus Day, Thanksgiving, and Christmas, but under no circumstances shall work be done on Labor Day.

ARTICLE VI.

There shall be a shop steward in every shop or factory.

Metal Polishers.**ARTICLE VII.**

This organization agrees to furnish free of cost to any manufacturer signing this agreement, Union Labels, the same to be in possession of a member of the organization; they shall be supplied from headquarters through the local union.

ARTICLE VIII.

The organization agrees to use all legitimate means to further the interests of the employers who sign this agreement.

ARTICLE IX.

The Business Agent or any authorized representative of the organization shall be permitted to have access to shop or factory.

ARTICLE X.

This agreement shall remain in force until April 1st, 1918. Should either party desire to alter, amend or annul this agreement, it shall give a written notice thereof to the other party, thirty days before the expiration of the agreement, and if the parties fail to give such notice, the agreement shall continue in force for another year, and so on from year to year until such notice is given.

Signed by,

.....For Employer.For Organization.

At a legal meeting of Local No. 95, the foregoing contract was approved.

.....President.Secretary.
Local Seal.

MILK WAGON DRIVERS.

Agreement between Milk Wagon Drivers' Union, Local No. 380, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, and Employers, of Boston, September 1, 1915 to September 1, 1917.

Agreement between.....hereinafter called the employer, and the Milk Wagon Drivers' Union of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, hereinafter called the Union.

ARTICLE I. The employer shall employ as route foremen, chauffeurs, drivers and helpers, members of the Milk Wagon Drivers' Union, Local 380, or members of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, or those who will become members within fifteen days.

ARTICLE II. No wagon shall report for work before 12 o'clock A.M.

ARTICLE III. The working hours under this agreement shall not exceed seventy (70) hours a week. All work necessary to complete a week's work shall be included in this period of seventy (70) hours. This does not include cases of accident or breakdown.

ARTICLE IV. Any man working under this agreement wishing to sever his connection with the employer shall give said employer one week's notice of such intention; failure to do so will be sufficient reason for the employer to retain one week's wages.

ARTICLE V. If the employer wishes to discharge a man working under this agreement, he will give said employee one week's notice of such intention or one week's wages. This does not include cases of dishonesty or drunkenness.

ARTICLE VI. Men in charge of four teams or more shall be classed as route foremen and receive route foremen's wages.

Milk Wagon Drivers.

ARTICLE VII. Men working under this agreement shall receive two weeks' vacation with wages each year. Men must be in the employ of the employer one year during or previous to the vacation period to be entitled to the above vacation. The vacation period is during the months of May, June, July, August and September.

ARTICLE VIII. Men working under this agreement shall receive one day off in twenty-one, with wages from October 1st to May 1st, or the equivalent in days off during the life of this agreement.

ARTICLE IX. All men working under this agreement shall receive one week's vacation, with wages, if they are in the employ of the employer six months previous to or during the vacation period. The vacation period is during the months of May, June, July, August and September.

ARTICLE X. Any work pertaining to the care of wagons and horses shall be performed by men other than those who act as route foremen, drivers and helpers. This does not apply to owners of five wagons or less or small branch stations which do not exceed five wagons or routes.

ARTICLE XI. No money shall be taken out of wages of any man working under this agreement for reasonable shortages in merchandise or uncollected bills.

ARTICLE XII. All weekly and monthly bills must be made out in the office by other than those who are working under this agreement and all routes must be balanced daily. No person shall be held responsible for any merchandise shortage, only a daily shortage.

ARTICLE XIII. No wagon shall be on the street over ten hours. It being understood that no wagon shall be on the street over ten hours in any one day. This does not include accident or breakdowns.

ARTICLE XIV. Men working under this agreement shall be allowed a reasonable merchandise shortage. In cases of accident or breakdown men shall be given a fair hearing.

ARTICLE XV. The employer shall not ask the employee to wear any cap or uniform which is made under non-union conditions.

ARTICLE XVI. Route foremen, drivers or helpers shall not enter the chest for their load in the morning or take returns from the platform after unloading their teams. This does not include employers who operate five teams or less or branch stations operating less than five routes.

ARTICLE XVII. Regular drivers on a regular route for two consecutive years shall be given first choice when there is a vacant route. It is agreed that promotions must come from the rank and file of drivers, if qualified; the older in the point of service shall be given the preference and all vacancies must be posted for bids. It is understood that only one change shall take place.

ARTICLE XVIII. Route foremen shall not work on Sundays or holidays except in case of emergency.

ARTICLE XIX. It is agreed that any controversy arising not provided for in this agreement that the matter shall be submitted to a committee of five for arbitration, two to be selected by the first party, two to be selected by the second party, and the fifth to be selected by the first four. During such time as the matter is pending there shall be no lock-out or strike.

ARTICLE XX. A route foreman shall not have charge of over seven family or mixed routes, if all routes, however, are wholesale routes, he may have charge of nine.

ARTICLE XXI. Any man working under this agreement shall not be compelled to procure any specified amount of new business.

ARTICLE XXII. No man working under this agreement shall be asked to sign or make any verbal agreement that will in any way conflict with this agreement.

Milk Wagon Drivers.**WAGE SCALE.**

ARTICLE I. Inexperienced drivers shall receive as wages:—\$15.00 per week for the first three months, \$17.00 per week for the next three months, \$18.00 per week for the next six months.

ARTICLE II. Drivers with one year's experience or over as driver, or route foreman, shall receive as wages:—\$18.00 per week for the first month, \$19.50 per week from Sept. 1, 1915, to Sept. 1, 1916, and \$20.00 per week until Sept. 1, 1917.

ARTICLE III. Helpers on regular routes shall receive \$14.50 per week from Sept. 1, 1915, until Sept. 1, 1916, and \$15.00 per week from Sept. 1, 1916, to Sept. 1, 1917, and the same conditions as the route foremen and drivers in regard to days off and vacations.

ARTICLE IV. Route foremen, chauffeurs, drivers and helpers shall receive overtime for all work done in excess of that specified in this agreement at their respective wages.

ARTICLE V. Drivers on other wagons shall receive \$14.50 per week on single wagons from Sept. 1, 1915, to Sept. 1, 1916, and \$15.00 per week from Sept. 1, 1916, to Sept. 1, 1917. Drivers of double wagons shall receive \$17.50 from Sept. 1, 1915, to Sept. 1, 1916, and \$18.00 per week from Sept. 1, 1916, to Sept. 1, 1917. All classes covered in this article shall receive the same conditions as other men covered in this agreement.

ARTICLE VI. Route foremen shall receive \$22.50 per week from Sept. 1, 1915, to Sept. 1, 1916, and \$23.00 per week from Sept. 1, 1916, to Sept. 1, 1917.

ARTICLE VII. Chauffeurs shall receive \$20.00 per week and the same condition as other men covered in this agreement, in the matter of vacations, days off, etc. Nine hours shall constitute a day's work on week days, and any part of a day shall constitute a day's work on Sunday. It being understood that a chauffeur shall not work over nine hours a day for a day's pay and he will receive overtime for all work in excess of that nine hours.

ARTICLE VIII. Men working under this agreement receiving more than this scale shall suffer no reduction in consequence of this agreement.

This agreement shall take effect.....and continue in force until.....

Milk Drivers' Local 380.

By.....

MOVING PICTURE MACHINE OPERATORS.

Agreement between Employers and Moving Picture Machine Operators' Protective Union, Local No. 182, International Association Theatrical Stage Employees, of Boston, June 1, 1914 to June 1, 1917.

This Agreement, executed in duplicate, this.....day of.....191....., Between.....Manager and.....Owner of the Theatre, in City or Town of....., party of the first part, and Moving Picture Machine Operators' Protective Union, Local 182, of Boston, parties of the second part, and to remain in force until the..... day of....., 191.....

WITNESSETH: I. That the party of the first part engages to hire none but members in good standing with the parties of the second part, to perform services as Moving Picture Machine Operators, at the weekly salary of no less than.....Dollars.

II. The party of the second part, hereby agrees to furnish such Operators to serve the party of the first part, in such capacity at such theatres, and at such times as may be required, subject, nevertheless, to the provisions of this contract.

Moving Picture Machine Operators.

III. The party of the first part, in consideration of the acceptance by the party of the second part of the engagement covered by this contract, hereby guarantees to any operator hired under this agreement the payment of his salary in accordance with the terms of this contract.

IV. Where any operator hired under this agreement is engaged to work by the week it is expressly agreed that the party of the first part shall pay him a full week's salary, whether he works a full week, or fraction thereof, providing, however, that said operator is on hand to work, if his services are needed. Where the operator is engaged by the day, he shall receive a full day's salary in all cases.

V. A day's work under the terms of this contract shall consist of Seven hours or less.

VI. Six consecutive days to constitute a week.

VII. In theatres that operate Seven consecutive days, Sunday performances shall be paid for at the rate of no less than \$4.00 for seven hours or less.

VIII. Regular Operators to receive no less than \$20.00 for six consecutive week days.

IX. All time spent over seven hours per day, at operators' duties, which said time shall be computed from the time that the party of the first part shall require the services of said operator, shall be termed Overtime, and shall be no less than 75c per hour, or fraction thereof.

X. Operators who work six hours or over, per day in the booth, shall not be required to carry shows to or from film exchanges. The word "shows" as used in this clause, means picture films, sheet music, and other paraphernalia carried by operators such as is now included under the word "Shows" in the trade meaning of said word "Shows."

XI. Operators carrying "Shows" shall receive all expenses incurred in doing same.

XII. Travelling Operators shall receive no less than \$40.00 per week and expenses.

XIII. The wages for "one-night-stands" (so called) when there is NO machine to be set up, shall not be less than \$4.00 and expenses, and where there IS a machine to be set up, the wages shall not be less than \$5.00 and expenses.

XIV. The wages for all special performances for Sundays and Holidays for positions stated in Article XIII shall in all cases be one (1) dollar extra.

XV. One-night-stands shall not consume more than one day of twenty-four hours.

XVI. The party of the first part agrees to give any operator hired under this agreement ONE WEEK'S notice of the cancelling of his services. Said operator is to give the party of the first part ONE WEEK'S notice of his intention of cancelling his engagement. It is further agreed that the party of the first part shall have the right to discharge any operator without notice for any of the following reasons: Drunkenness, dishonesty or incompetency, and the party of the second part agrees to fill the vacancy that may occur under this article immediately with a member of Local 182, International Association Theatrical Stage Employees of United States and Canada.

XVII. It is agreed that the party of the first part shall have the right to make such rules and regulations as it may deem necessary and proper for the conduct and management of its business, and any operator hired under this agreement agrees to obey all such rules and regulations, and to obey all orders and directions of any representative of the party of the first part, in so far that they do not conflict with the terms of this contract, or with the rules of the International Association Theatrical Stage Employees of United States and Canada, or with the laws as set down by the Massachusetts State Police.

XVIII. It is admitted and agreed that no other, further or additional agreement, save as herein contained, either oral or in writing, exists between the parties hereto, and this agreement cannot be modified or changed in any particular except in writing signed by the parties hereto.

XIX. In case of any dispute whatsoever between the parties to this contract which they cannot amicably adjust, governing the business relations between said manager and

Moving Picture Machine Operators.

his operators, or of said manager and the Moving Picture Machine Operators' Local Union 182, during the existence of this contract, it is hereby agreed that said dispute shall be referred to an Arbitration Committee consisting of three members, one member to be chosen by each party to this contract, and these two shall select a third, and it is also agreed that the committee thus chosen shall meet within twenty-four hours from the time of organization and no action shall be taken by either party to this contract, until the report of said arbitration committee shall have been received by both parties, and the recommendations of such arbitration committee shall be binding on both parties.

XX. It is also understood and agreed that in accordance with the by-laws of the International Association Theatrical Stage Employees of United States and Canada, this contract is subject to cancellation at any time by giving two weeks' notice, and consequently the privilege of cancellation by giving two weeks' notice is reserved by the manager.

XXI. Neither party to this contract shall initiate state or city Legislation, without first discussing such proposed legislation with a committee from the other party.

XXII. IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals this.....day of....., 191.....

Party of First Part.....

Party of Second Part.....

(SEAL.)

WITNESSES:

.....

PAINTERS, DECORATORS, AND PAPERHANGERS.

Agreement between Local No. 257, Brotherhood of Painters, Decorators, and Paperhangers of America, of Springfield, and Employers. — In effect May 1, 1916.

This Agreement made this.....
by and between Local Union No. 257 of the Brotherhood of Painters, Decorators and Paperhangers of America, for itself, and for those persons who now are, or during the life hereof may become, its members, or come under its control, of the first part, hereinafter called the Local Union, and the Master Painters' Association of Springfield, for itself, and for those persons who now are, or during the life hereof may become its members, and for all other contracting painters not members of said association who either by signing these presents or by acceptance of a shop card to be issued hereinafter mentioned, become parties hereto, hereinafter called Employer or Employers,

WITNESSETH:

ARTICLE 1. — PAY DAY.

All employers affected hereby whether members of said Master Painters' Association or not, shall establish and maintain a weekly pay day during which all members of said Local Union or persons under its control, shall be paid in full in lawful money of the United States, for all labor previously performed for such employer. Should such payment not be made within one hour of quitting time, through no fault of the employee, such employee shall thereby become entitled to receive, and shall receive pay at the rate of time and one-half for all working hours elapsing between the time when payment should have been made and when it actually is made.

Painters, Decorators, and Paperhangers.**ARTICLE II. — SHOP CARDS.**

SECTION 1. For the purposes of this agreement, section 20 of the Labor Union by-laws shall be held to be amended as follows: Before a shop card shall be granted to any employer the following conditions must be complied with; and upon such compliance such shop card in the usual form shall be issued.

SECTION 2. Applications for shop cards shall be in writing signed by the applicant, and shall be in such form and contain such information as the committee hereinafter mentioned may require. Such applications shall be heard and determined by a committee, three of whom shall be appointed by said Local Union and three by said Employers, and before such shop card is issued, such applicant therefor shall sign and become a party to this agreement and satisfy said committee in the following respects.

A. That he has ability to properly estimate work.

B. That he appears to be able to pay on a weekly pay day to be established by him, such sums as he will probably become indebted for as wages to members of said Local Union or persons under its control. Should said committee doubt his ability so to do, it may require that he furnish security to meet such payments.

C. That he is sufficiently covered by liability insurance under the law of Massachusetts relating to Workmen's Compensation, for the protection of all persons to be employed by him, and that he shall agree to satisfy the authorized agent of said Local Union that he will carry sufficient liability insurance for such purposes while he continues to hold such card.

D. That he can give reasonable assurance that he can give employment to the members of said Local Union or persons under its control, not including himself, for at least 450 days in each year.

SECTION 3. The shop card heretofore issued and now held by the School Committee of the City of Springfield, shall be withdrawn, but the City of Springfield shall be allowed to employ not more than two members of said Local Union at any one time, without either party being deemed to have violated the provisions of this agreement.

ARTICLE III. — APPRENTICES.

SECTION 1. Any person engaging to learn the trade of painter, paperhanger or decorator, must be a male over the age of sixteen years and under the age of twenty-one years at the time he registers as such apprentice, unless special dispensation is granted by said Local Union. He shall be required to serve a regular apprenticeship of at least three consecutive years.

SECTION 2. Any employer taking an apprentice shall agree to employ him in learning such trades for twelve months in each year. Such employer shall be entitled to thirty days' trial upon employing such apprentice at the expiration of which period if such apprentice shall have proved himself satisfactory to such employer, he shall be properly indentured by said Local Union. If such apprentice shall not have proved satisfactory to said employer, he shall not be required to keep him, but will be required to pay him at the rate of six dollars per week for the time which he has worked. No such apprentice shall be allowed a trial with more than two contractors, and no contractor shall be allowed to try more than two such apprentices consecutively.

SECTION 3. Wages of apprentices from the date of registration shall be as follows:

\$6.00 per week for the first year.

\$9.00 per week for the first six months of the second year.

\$11.00 per week for the second six months of the second year.

\$15.00 per week for the first six months of the third year.

\$18.00 per week for the second six months of the third year.

Painters, Decorators, and Paperhangers.

After the first year the apprentice shall appear before an examining board which shall consist of an equal number of members of said Local Union and Employers one of which shall be said apprentice's employer, and shall be examined as to his ability to perform the work for which he is apprenticed for the time served. Such examinations shall be held every six months. An apprentice failing to pass a satisfactory examination shall be compelled to serve for the following six months at the same rate of wages.

SECTION 4. Apprentices shall not be allowed to work more than nine hours per day when working in the shop and no apprentices shall be allowed to work on any job away from the shop more than eight hours on any Monday, Tuesday, Wednesday, Thursday or Friday, or four hours on any Saturday. Apprentices registered in any shop shall be allowed to work in that shop and in none other, except by mutual agreement of such apprentice's employer and proposed employer and the Local Union. No apprentice shall be permitted to work on Sundays except for double pay, or on any job unless his employer shall at the same time be employing at least two journeymen on that job or on other jobs.

ARTICLE IV. — STRIKES AND LOCKOUTS.

The parties hereby agree that they shall not call, permit or countenance any strike or lockout in which the members of each or persons under their control, are involved, during the life of this agreement, except that said Local Union cannot agree that no strike shall be called by the Building Trades Council of the City of Springfield.

ARTICLE V.

Said Local Union agrees that none of its members and no person under its control shall handle or apply any material in painting, paperhanging, or decorating, furnished by any owner or agent, unless such owner or agent is a recognized party to this agreement, under penalty of a fine of one dollar per day for each day when such person shall handle or apply such material in painting, paperhanging or decorating. Such fine shall be imposed and collected by said Local Union.

ARTICLE VI.

Any member of said Local Union who has been hired by a contractor in person, and who appears at the time and place for which he is engaged, at the job or at the shop, shall be entitled to demand and receive two hours' pay if he is not set to work, unless a reasonable excuse be given by the employer.

ARTICLE VII.

No more than one employer shall be allowed on any one job unless a mutual agreement is reached between the employers involved. This agreement, however, shall not exclude any other employer from making a contract for painting and decorating or performing the painting and decorating of any building at the same time that another employer is painting the same under a contract for painting alone, or vice versa. In case a disagreement shall arise on any job between the employer and the persons with whom he has contracted, such employer shall be satisfied before such job is continued by any other employer. In case that such employers are unable to reach a mutual agreement satisfactory to themselves, said Local Union reserves the right through a committee, to act as a board of arbitration, and may adjust the differences involved and, if it sees fit, forbid any of its members from further working on such job for any such employers so involved. No employer shall be allowed to work for another employer on any job, under penalty of forfeiting his shop card.

Painters, Decorators, and Paperhangers.**ARTICLE VIII. — WAGES.**

The employers agree to pay union wages fifty cents per hour, to work union hours, *viz.*, forty-four hours per week, and to abide by the rules of said Local Union governing union shops in-so-far as they do not conflict with this agreement.

Said Local Union agrees that the Employer's price per hour is 67½ cents and when satisfactory proof is offered, of violation of the foregoing, the same shall be referred to the Joint Shop Card Committee.

ARTICLE IX.

No member of said Local Union and no person under its control, except he be a recognized employer hereunder, shall perform any work as an independent contractor, for less than Masters' prices, both as to labor and materials at any time, and no such person or member shall engage in any work as such contractor which shall require more than eight hours for its completion, or perform such work on his own account for the same party oftener than once a month. Work performed by such member or person shall be performed during the working hours from eight A.M. to twelve noon and from one P.M. to five P.M. The provisions of Art. V. regarding stock shall apply to the provisions of such members or persons contracted. This Article does not apply to members of the Local Union over 50 years of age. When a member of the Local Union can take a job, at Masters' prices, that exceeds the provisions above, he shall turn it in to his employer, or some other recognized contractor, and shall be employed on the job and shall receive besides his wages, 5% of the entire amount of such job, provided an agreement is reached before the job is started.

ARTICLE X.

The Employer shall be entitled to an absolutely free hand in the employment and discharge of his employees, and the Employer agrees to employ none but members of the Brotherhood of Painters, Decorators, and Paperhangers of America, or men willing and competent to join the same. Men who apply for work without a permit from the Business Agent or are not in possession of the current B. T. C. button, or card, shall be referred to the office of the authorized agent of the Union, within 24 hours.

ARTICLE XI.

All disputes arising between an employer and the members of said Union or persons under its control shall be settled by a grievance committee composed of equal numbers of members of said Union and of said employers. Should such committee be unable to agree they shall choose a disinterested person to act with them in such matter.

ARTICLE XII.

It is understood and agreed by all parties concerned that the date of the beginning of this agreement is May first, 1916, and shall continue in force for at least twelve months, and continue in force until one party has notified the other at least three months in advance in writing, of their desire to cancel the same.

For Contractor.

.....

For Local Union No. 257.

.....

PHOTO-ENGRAVERS.

Agreement between Newspaper Publishers of Boston and Local Union No. 3, International Photo-Engravers' Union, March 15, 1912 to March 14, 1917.

The National Board of Arbitration decides that the following scale of wages and conditions shall be in effect in the City of Boston, Mass., from March 15, 1912, to March 14, 1917:

ARTICLE I.

SECTION 1. None but members of the Boston Photo-Engravers' Union No. 3, International Photo-Engravers' Union, are to be employed in the following branches: Photo-graphing, negative turning and metal printing, color film laying, etching, engraving, routing and blocking, routing and blocking to be considered as one branch.

When the Union is unable to furnish the required number of journeymen, the office shall have the right to employ competent men, whether members of the Union or not, provided that if such outside men are given permanent employment they must join the Union.

SECTION 2. The foreman shall be a member of the Union, but he shall be directly responsible to the office employing him for the conduct of the men under his direction, the quality and time of delivery of all work, and the economic administration of his department. The foreman shall be the judge of a man's general fitness to work in the shop, and no foreman shall be obliged to employ any man whom he may consider incompetent.

When a foreman discharges a man, he shall be required, upon demand, to give his reasons in writing.

ARTICLE II.

SECTION 1. Not more than forty-eight (48) hours shall constitute a week's work, and shall consist of six (6) days of eight (8) hours each. All time in excess of forty-eight (48) hours per week or of eight (8) hours per day shall be overtime, to be paid for at the rate of time and one-half.

SECTION 2. The hours of a day's work, whether night or day, shall be eight (8), and shall be between 7 A.M. and 6 P.M. for day work, and between 5 P.M. and 7 A.M. for night work. The working hours shall be continuous.

SECTION 3. At least forty-five (45) minutes shall be allowed day workmen for dinner, and thirty (30) minutes shall be allowed night workmen for supper, existing conditions in this regard to be continued.

SECTION 4. Not more than eight (8) hours' overtime can be made by any one man in one week (when a substitute can be procured). When "good day" or "good night" has been called, and a man is called back, after leaving the office, he shall receive one dollar (\$1.00) compensation for said call, besides regular overtime.

SECTION 5. Any man working on the seventh (7th) day shall receive pay for a day and a half's work, provided that this clause shall not apply to the regular work if a morning newspaper.

ARTICLE III.

SECTION 1. Journeymen photographers, negative turners and metal printers, etchers, engravers, routers and blockers shall not receive less than the following scale:

Photo-Engravers.*For Day Work.*

From March 15, 1912, to March 14, 1913,	\$25.00 per week.
From March 15, 1913, to March 14, 1915,	26.00 per week.
From March 15, 1915, to March 14, 1917,	27.00 per week.
Color film layers to receive thirty-five dollars (\$35.00) per week.	

For Night Work.

From March 15, 1912, to March 14, 1913,	\$28.00 per week.
From March 15, 1913, to March 14, 1915,	29.00 per week.
From March 15, 1915, to March 14, 1917,	30.00 per week.

SECTION 2. One apprentice shall be allowed to every ten journeymen (or fraction thereof), provided that each office may have at least one apprentice. Apprentices shall serve five (5) years and shall receive the following scale: \$6.00 per week the first year: \$3.00 additional per week each succeeding year until the completion of the apprenticeship.

SECTION 3. No apprentice shall be allowed to displace a journeyman regularly employed, but in his fourth year he may perfect himself in any branch of the trade he may elect, under the direction of the foreman.

SECTION 4. No member of the Photo-Engravers' Union shall be allowed to work at any other branch of the business outside of the one which his card entitled him to, except in case of necessity or emergency.

SECTION 5. Where discharges are made by foreman, and the action of the chapel embraces reinstatement, a conference shall be had between representatives of Photo-Engravers' Union No. 3 and the business manager of the paper affected, for the purpose of reaching an understanding. If no settlement is reached at this conference, the case shall be decided by arbitration.

All working conditions, except as herein modified, shall remain as at present.

All differences under this contract, or the interpretation of any clause or clauses of it, and differences relative to a new agreement, shall be settled in accordance with the arbitration agreement between the American Newspaper Publishers' Association and the International Photo-Engravers' Union of North America.

(Signed).....

Agreement between Local Union No. 3, International Photo-Engravers' Union and Employing Photo-Engravers, Boston, March 15, 1912 to March 14, 1917.

ARTICLE I. That both parties hereto mutually agree that their object is for the good and welfare of the employer and employees and for the best interest of the Photo-Engravers' craft, and that they will at all times abide by and do all in their power to live up to any and all agreements.

ARTICLE II. That forty-eight hours shall constitute a full week's work for day workers, during the life of this agreement. That all extra time shall be charged as follows:

Photo-Engravers.

Overtime, time and one-half; all legal holidays, double time; Sundays, double time.

That no employee shall be laid off between starting time and noon or noon hour and quitting time. Overtime to consist of work done in excess of forty-eight hours per week, except when the employee has voluntarily lost time, except in case of sickness; to be in force where a holiday comes, in which case forty hours shall constitute a full week. Where a night force is employed they shall receive \$3.00 additional per week to the day scale.

ARTICLE III. That the employing Photo-Engravers whose signatures are attached hereto shall not pay less than the following minimum Journeymen's scale of wages per week:

	Per Week.
Photographers, half tone and line,	\$21.00
Etchers, half tone and line,	21.00
Finishers, half tone and line,	21.00
Proofers, half tone and line,	21.00
Ben. Day Workers,	21.00
Routers,	21.00
Blockers,	21.00
Negative Turners,	21.00
Metal Printers,	21.00

That Blockers may be considered apprentices to the Router. That Negative Turners may be considered apprentices to the Photographers. That Metal Printers may be considered apprentices to the Etchers. But where a Journeyman is employed at any of the aforesaid branches, he shall receive Journeymen's pay.

ARTICLE IV. That this scale agreement shall not affect any member who is now getting over or above the scale.

ARTICLE V. That all apprentices are to serve an apprenticeship of not less than five years or over. The ratio of apprentices shall be as follows: One apprentice to every four and two to every seven total number of Journeymen employed. That apprentices shall receive \$3.00 per week for the first year, five for the second, seven for the third, nine for the fourth, and twelve for the fifth.

ARTICLE VI. That the employer signing this agreement shall not prevent or try to prevent any employee from securing a position in any other shop, and that any understanding to this effect now existing between the Employing Photo-Engravers of Boston, shall be annulled.

ARTICLE VII. No contracts, individual or otherwise, conflicting with this agreement shall be entered into.

ARTICLE VIII. That the employing Photo-Engravers signing this agreement shall employ none but members of the International Photo-Engravers' Union of North America, or applicants for positions holding permit from the Boston Photo-Engravers' Union, No. 3, International Photo-Engravers' Union.

ARTICLE IX. That all disputes that may arise, not covered by this agreement, as to the interpretation of it shall be submitted to an Arbitration Committee, consisting of three from each party to this agreement and if this committee shall fail to agree, then said six members shall choose a seventh who shall be a disinterested party. This committee of seven shall render its decision within thirty days. During the time of said arbitration, no strikes or lockouts shall be engaged in by either party of this agreement.

ARTICLE X. This agreement shall be in force for one year from.....
to.....and continue thereafter subject to the following conditions:

Photo-engravers.

If either party desires any change made, they will serve notice of such changes sixty days before expiration of this agreement.

IN WITNESS WHEREOF we the undersigned attach our hand and seal.

.....President.

.....Secretary.

PLASTERERS.

Agreement between Master Plasterers' Association of Greater Boston and Locals 10 and 275 of the Operative Plasterers' International Association, June 1, 1914 to June 1, 1918.

This agreement entered into on the.....day of.....1914, by and between Locals 10 and 275 of the Operative Plasterers' International Association and the Master Plasterers' Association of Greater Boston, in the Counties of Suffolk and Middlesex and Commonwealth of Massachusetts:

WITNESSETH:

1. That the said Journeymen's Union, or any one of its members will not demand or otherwise require the said Master Plasterers' Association, or any of its members, to cease to perform any work that any member of said Master Plasterers' Association may have in contemplation or under construction, should any dispute of any kind arise between the periods herein specified, and on the part of said Union, but on the contrary, all matters in dispute shall immediately be submitted to and so far as possible, settled by a Board of Arbitration, to be agreed upon between the parties hereto.

The pendency of said arbitration shall not in any manner interfere with the employment of any member of said Locals 10 and 275, providing they are working under the constitution and by-laws of these locals, or the performance of labor by them as an employee of said Master Plasterers' Association, or any member thereof, provided and condition that the cause of the dispute is not directly under the authority, control or express or implied direction of any such master plasterer of said Association.

2. Three apprentices shall be allowed to each shop. The age of any apprentice starting work shall not be more than twenty years or less than sixteen years. All apprentices shall be paid at the rate of \$6.00 for the first year, \$9.00 for the second, \$12.00 for the third and \$15.00 for the fourth and last year. All apprentices shall be paid the weekly wage, except through time lost of their own accord. In case of sickness, the payment of wages is left to the discretion of the employers. All apprentices and their employers shall be under the jurisdiction of the Board of Arbitration. Sons of members of both locals shall be given the preference as to employment in serving their apprenticeship.

3. All mortar boards shall be placed at least eighteen inches above the scaffold except in bath room, closets and small places.

4. In the event that any member of the Master Plasterers' Association who shall enter into and is duly fulfilling a contract with a builder, owner or general contractor, fails to receive money on account of his respective contracts with such builder, owner or general contractor, in accordance with the terms of such contract, then no member of said Journeymen's Plasterers' Union nor any member of any affiliated union, nor any member of said Master Plasterers' Association will continue to render or perform service upon or under any such contract until a satisfactory settlement has been made, received or entered into by such aggrieved Master Plasterer.

5. The rate of wages paid shall be 65 cents per hour until May 31st, 1915. Beginning with June 1st, 1915, on and after that date the rate of wages shall be 70 cents per hour.

6. Beginning with the week of June 1st, 1915, the hours of work per week shall be forty, the week ending on Friday night, the employer shall be allowed the privilege of closing

Plasterers.

his weekly pay roll on Thursday night in greater Boston district, and on out of town work the weekly pay roll can be closed on Wednesday night if so desired.

7. In case of any contractor having a repair job that cannot be done at any other time, only on Saturday, he shall notify the agents of the Local whose district the job is in, and if upon investigation the condition warrants it, the agent shall issue a permit to the man or men who are to work on the job in question, but under no consideration will a permit be issued only for one Saturday at a time, and on repair and emergency work only.

8. On all work done by Operative Plasterers' International Association contractors within twenty railroad miles of the North or South Station, all contractors employing Operative Plasterers' International Association men shall be governed by this agreement.

9. This agreement shall remain in force until June 1st, 1918. If at the expiration of this agreement any change shall be then desired by either party, a request in writing shall first be made by such party hereto, and in the event that any agreement upon any proposed change shall be arrived at, the same shall take effect one year from date.

10. Any working rules or by-laws so called of said Union No. 10 that are now in force or may be hereafter enacted that shall be in conflict with the terms or spirit of this agreement, shall not in any manner be considered to invalidate said terms, but this agreement shall be binding on both parties during the period as aforementioned, or during such further time as this agreement shall be extended, and if not extended within the above time, shall continue in force until otherwise ordered.

11. No part of this agreement shall in any way conflict with the existing agreement entered into between the said Union No. 10, Operative Plasterers' International Association and the Bricklayers' and Masons' International Union bearing date of February 8, 1911.

12. On and after June 1st, 1915, it is agreed that there shall be but one contracting plasterer to any one job done in the jurisdiction of Locals 10 and 275.

PLUMBERS.

Agreement between Master Plumbers' Association of Boston and Vicinity and Local Union No. 12, United Association of Plumbers, March 20, 1916 to December 31, 1918.

Agreement mutually made and entered into this day between the members of the Master Plumbers' Association of Boston and vicinity who employ union help, and Local Union No. 12 of the United Association of Plumbers, each party to the Agreement acting by their duly authorized committee as subscribed hereto.

ARTICLE No. 1.

Whereas, it appears to the satisfaction of the members of the Master Plumbers' Association and Local No. 12 of the United Association as hereinbefore described, that the best interests of the individual members thereof will be established, promoted and protected by mutual compact for the establishment and maintaining of a standard rate of wages, and for settling of differences which may arise between the members of the respective organizations.

ARTICLE No. 2.

The Employers agree to employ only members of Local No. 12 to do their work within the territory to which this agreement applies as long as Local No. 12 is able to supply them with reliable competent and otherwise satisfactory plumbers.

Plumbers.**ARTICLE No. 3.**

When working in territory where no Local of the United Association exists, or where a Local cannot supply sufficient help to man a job, the Master Plumbers shall have the right of employing such men in that locality as they require, after notifying the nearest Local, at the rate of wages and hours of work current in the nearest Local.

This is intended to apply to territory other than Boston.

ARTICLE No. 4.**(MEN SENT TO THE COUNTRY.)**

All men sent to jobs outside of the city shall be considered as working in accordance with conditions existing in Boston under this Agreement. They shall have their board paid, and also their traveling expenses, as follows, *viz.*: If the distance from the city to the place they are to work is twenty-five (25) miles or less, they shall be paid one fare to and from the place once a week. If more than twenty-five (25) miles, they shall be paid only a single fare to and from the job.

When working out of town, where board is paid, plumbers may report to shop at 7.30 A.M. before taking train to job.

It is hereby agreed that the time limit for leaving the city on out of town work shall be 7.00 A.M., when necessary to do so to get on the work at 8.00 A.M., and that the journeymen shall return to the city not later than 6.00 P.M., and shall travel by the quickest and shortest route.

The maximum cost of board to be paid by the employer is one dollar (\$1.00) per day.

ARTICLE No. 5.**(HOURS OF LABOR.)**

Eight (8) hours shall constitute a day's work, namely, from 8 to 12 A.M. and from 1 to 5 P.M., except on Saturdays, when four (4) hours, namely, from 8 to 12 A.M. shall constitute a day's work, with pay for four (4) hours.

During the months of November, December, January and February, the employer shall have the right to stop work at 4.30 P.M. and deduct a half hour's time from any man or men declining to take only a half-hour for lunch.

ARTICLE No. 6.**(SATURDAY LABOR.)**

An employer, when called upon to do emergency work, shall have the right to employ journeymen on Saturday P.M. up to 5 P.M. at the single time rate of wages. Emergency work to consist of all work necessary to prevent the destruction of property or the menacing of health.

ARTICLE No. 7.**(DOUBLE TIME.)**

All over-time (being in excess of that stated in the preceding Articles), shall be paid for at double-time rate of wages. Also on Sunday, Washington's Birthday, Patriots' Day, Decoration Day, Fourth of July, Labor Day, Columbus Day, Thanksgiving Day and Christmas Day.

Plumbers.**ARTICLE No. 8.****(RATE OF WAGES.)**

On and after July 1st, 1916, the wages for a journeyman shall be five dollars and fifty cents (\$5.50) per day.

For disability or age the Joint Conference Board will allow a member of Local Union No. 12 to work at one dollar (\$1.00) per day less than the prevailing rate of wages. No more than two (2) such men shall be employed in any one shop.

ARTICLE No. 9.**(WHEN LAID OFF.)**

No man shall be laid off only at one-quarter time, at 10, 12, 3 and 5 o'clock.

When a man is laid off or discharged, he shall be paid off including return of transportation, and if he is required to go back to the shop for his pay, his time shall be paid for until he receives his money. In case of a dispute as to wages, payment shall be made for undisputed time, and claim may be made for the balance to the Joint Conference Board, whose decision shall be final.

ARTICLE No. 10.**(FOREMAN.)**

It shall be the duty of all foremen to report any man late on the job to his employer at the time it occurs.

ARTICLE No. 11.**(AMOUNT OF WORK.)**

There shall be no limitation to the amount of work a man shall perform during his working day, nor discrimination against the use of any specialty in tools or material approved by the Joint Conference Board. The Master Plumbers' Association will assist in all possible ways to discourage the use of fixtures and fittings not considered good plumbing practice.

ARTICLE No. 12.**(SHOP FOREMAN.)**

Shop foreman or superintendent need not be a member of the United Association or any Labor Union, provided he does not use tools in performing his duties.

But no journeyman shall become a superintendent or foreman of a shop while under discipline or in bad standing by Local No. 12 or the United Association.

ARTICLE No. 13.

All piping appertaining to plumbing shall be done and cut by members of the United Association by hand power on the job (subject to conditions specified in Articles 2, 3 and 4) but shall not apply to two and one-half (2½) inches and upward, or to any nipples up to eight (8) inches long.

All pipe-cutting power machines must be in charge of a member of Local Union No. 12, when on job.

ARTICLE No. 14.**(SUB-LETTING.)**

The Master Plumbers and Journeymen agree not to sub-let or lump plumbing.

Plumbers.**ARTICLE No. 15.****(APPRENTICES.)**

(a) It is hereby agreed that an employer having a member of Local Union No. 12 regularly employed will be entitled to one apprentice; any shop employing five or more members shall be entitled to two apprentices. It is expressly understood that no employer will be entitled to more than two apprentices. The basis of an apportionment shall be computed by the average employment of journeymen for the past year. But it is expressly understood and agreed that the apprentices now registered will be permitted to finish their apprenticeship in the respective shop.

(b) It is hereby agreed that no employer shall be entitled to register an apprentice over 18 years of age. Exceptions to be decided by the Joint Conference Board.

(c) It is hereby agreed that all apprentices shall serve as an assistant for the first three years. At the commencement of the fourth year, shall be given a kit of tools and permitted to work under the instructions of a journeyman until the end of the fifth year, when he shall be known as a "Junior." It is expressly understood that "Junior" may be permitted to work for \$1.00 per day less than the prevailing rate of journeymen's pay between the fifth and seventh year, providing he holds his employment with the same employer with whom he has served his apprenticeship, but in no case shall his employer be permitted to sign an agreement or an indenture with the said apprentice for a period covering more than five years, and it is further agreed that said apprentice may become a member of the Journeymen's Association at the expiration of the five years.

(d) It is hereby agreed that the Journeymen shall use their best endeavors to instruct the apprentices in the knowledge and science of plumbing.

(e) It is hereby agreed that any discharged apprentice may present his grievance in writing to the Joint Conference Committee, who shall render a decision whether he has been discharged for good and sufficient reasons.

(f) It is hereby agreed that no Master Plumber shall employ a boy who has been an apprentice to another Master Plumber unless the boy can show a proper discharge from his last employer, or a recommendation from the Joint Conference Board.

(g) It is hereby agreed that the apprentice shall be under the control of the Master Plumber until he is registered as a Junior Plumber, and in the event of a general strike or otherwise, he shall not be coerced by the Journeymen, but it is expressly understood that the said apprentice shall not be used during time of a strike or lockout on any construction work.

ARTICLE No. 16.

Local No. 12 hereby agrees that it will not furnish or allow its members to work for any other than a Master Plumber recognized as such in the trade, and conducting a regular shop for this express purpose, or to any employer outside of this Association unless such employer shall comply with all the articles of this agreement.

ARTICLE No. 17.**(LEGALITY.)**

If the Federal or State Courts decide that any clause in the preceding Articles is illegal, it will be amended by the Joint Conference Board and shall not invalidate the other parts of this Agreement.

Plumbers.**ARTICLE No. 18.****(UNSKILLED LABOR.)**

Unskilled labor may be employed to distribute and deliver material in buildings on the following basis, viz.:

One unskilled laborer to every four plumbers or fraction thereof, and not entitled to a second laborer until seven (7) men are employed, and one to every additional four.

It is understood that the inside laborer may assist journeymen to cut or install 2" screw pipe or over, but in no case shall they be employed to cut measurements or install plumbing alone, but it is expressly understood that the employer reserves the right to employ unskilled labor to unload cars or wagons or protect his stock from the weather by having the same placed on the street floor or basement of building. It is understood that the inside laborer may assist in locating any fixtures that are beyond the strength of the journeyman to place.

ARTICLE No. 19.**(CONFERENCE BOARD.)**

The parties of this Agreement shall appoint a Committee of five (5) members each, who shall be members of their respective organizations at least one year, forming a Joint Conference Board, with full power to act for the Association and Union, to whom shall be referred all questions in dispute for adjustment, their names and addresses to be sent to the Secretaries of both Associations. At meetings of said Board, both sides shall have an equal number of votes on all questions, whether all members are present or not. Seven (7) members shall constitute a quorum and compel their members to abide by said decisions, and their decisions shall be final and binding. All grievances and disputes shall first be presented at a regular meeting of both Associations and then referred to the Joint Conference Board, and in case of charges against a member on either side, he shall be given one week from date of notice, in writing, to prepare his defence.

ARTICLE No. 20.

(a) In case parties tried by Joint Conference Board shall be declared guilty, the Board may recommend to the Master Plumbers' Association or the Unions, as the case may be, and the respective Association of which the guilty party is a member shall determine what measures shall be enforced.

(b) Members convicted of the charges made shall have the right of appeal to their respective Associations, but no right to a second hearing by the Board, except the appeal is endorsed by his Association.

(c) The final determination of all cases by the action of either Association shall be duly reported to the Conference Board.

(d) It is understood and agreed that the members of the Joint Conference Board shall not be interested, directly or indirectly, in any case pending, nor shall a member serve his Committee when his employer is on trial, and none but members of the Conference Board when his employee be on trial, and none but members of the Conference Board to be allowed in the room.

ARTICLE No. 21.

Each Association shall pay the members of its Conference Committee such compensations, if any, as may be decided upon at the time of its election. In case the conference of both Associations deems it expedient to hire a clerk or stenographer or other professional assistance or any umpire, such expenses shall be defrayed jointly by each Association.

Plumbers.**ARTICLE No. 22.**

The Joint Conference Board shall agree as to time and place of meetings, rules of procedure, election of chairman, secretary, etc., and any other details necessary to promote and carry on the business for which it was appointed.

ARTICLE No. 23.**(LABOR CLAUSE.)**

All members of the Master Plumbers' Association when estimating must insert the following clause: "All agreements are contingent upon strikes, interferences, accidents and other unavoidable delays beyond and over which I have no control."

ARTICLE No. 24.

It is hereby mutually agreed that the respective parties to this Agreement will take up for consideration the question of renewal of this Agreement at least six months prior to date of its expiration. It is further agreed that this Agreement will remain in force until a new Agreement is made or abrogated.

ARTICLE No. 25.

This Agreement, by mutual consent and agreement, shall be in force between the parties hereto until December 31, 1918.

It is mutually agreed that either party to this Agreement shall not pass or approve of any rules in their respective Association, at variance with the spirit of this Agreement, and that all agreements of a temporary nature or verbal understanding become void upon the ratification of this Agreement by both parties hereto.

ARTICLE No. 26.

It is agreed that the initiation fee of either Association shall not exceed Fifty dollars (\$50.00) during the term of this Agreement.

ARTICLE No. 27.

Plumbers shall be required to do all work in accordance with the rules and regulations of the various City Departments. Members of the Journeymen Plumbers shall be required to report any violation of this Article to the Joint Conference Committee. This part of this Article shall apply to Master Plumbers not members of the Association of Master Plumbers, as well as members thereof.

Members of both organizations violating this Article shall have charges preferred against them and be tried by the Joint Conference Committee.

ARTICLE No. 28.

In view of the various encroachments on our industry, made by other trade organizations, we do the following work:

(a) All piping for water supply, conductor, rain water leaders, drains, wastes, soil and vent lines, inside and outside of building, whether metal or tile.

(b) All piping to and from and around water filters and water meters, also all piping for hot and cold water for domestic and culinary purposes, also all piping of block tin coils, and all air piping for same, in connection with bar work.

(c) All dust suction; all fire lines of every description where distinct from sprinkler

Plumbers.

systems; also all piping for other purposes when solder is used for putting pipes or tubing together. All water supplies to and discharge from pumps. All temporary suction and discharge pipes for subsoil or other drainage or sewerage systems. All temporary water supply lines for building construction use. All ice-box and refrigerator waste pipes; also to furnish and connect up all hot water tanks and heaters; also connect pipes leading to and from heaters of every description.

(d) To cut and fit all pipes to and from ranges to boilers.

(e) To set all plumbing fixtures; also fit up all toilets and bathroom auxiliaries, such as soap and sponge holders, paperholders, towel racks, glass shelves and medicine closets, furnished by plumbing manufacturers, all water and waste to and from laundry machines; also all compressed-air work in connection with plumbing.

{ All plumbing fixtures and their appurtenances, as follows: Water filters, water meters, hot water tanks, cold water tanks, suction tanks, sump tanks, all water pumps, all bath tubs, all water closets, all sinks, all showers, all wash basins, all urinals, all washtrays, all drinking fountains and all kitchen and laundry fixtures having waste or water connections; all gas and hot water systems, instantaneous and multiple storage systems; all stable fixtures having water or waste connections; all gasoline storage systems and connections complete; all pipe railing work of every description; all hospital fixtures having waste or water connections, must be purchased and furnished by the Master Plumber, otherwise the Journeymen, parties to this Agreement, refuse to install or connect the same.

ARTICLE No. 29.

It is hereby agreed that no strike, sympathetic or otherwise, shall be called without first having been brought before the Joint Conference Board.

Boston, Mass., March 20th, 1916.

Signatures of Joint Conference Committees.

Master Plumbers Committee.

.....	<i>President, M. P. A.</i>
.....	<i>Chairman of Conference Com.</i>
.....
.....
.....
.....
.....

Journeymen's Committee, No. 12, United Association.

.....	<i>President.</i>
.....	<i>Secretary of Board.</i>
.....
.....
.....
.....
.....

PRINTING PRESSMEN.

Agreement between Printing Offices, other than Daily Newspapers, and Printing Pressmen and Assistants' Union No. 102 of Brockton, September 6, 1916 to September 4, 1917.

This Agreement, made and entered into, this.....day of.....19
by and between....., party of the first part,
and the subordinate union of the International Printing Pressmen and Assistants Union,
of the City of Brockton, known as the Brockton Printing Pressmen and Assistants Union,
No. 102:

WITNESSETH, that, from and after....., and
for a term of.....ending....., the
establishment represented by the party of the first part binds itself to the employment
in its pressroom and the departments thereof, of mechanics and workmen who are members
of the Brockton Printing Pressmen and Assistants Union, No. 102, and agrees to observe
and respect the conditions imposed by the Constitution, By-Laws and Scale of Prices of
the aforesaid organization, and of the International Printing Pressmen and Assistants
Union, copies of which are hereunto attached and made a part of this agreement.

SECTION 1. The minimum price for a week's work, for Cylinder Pressmen shall be
\$21.00 and for Job Pressmen \$18.00, each week to consist of six days, and the day of not
more than eight continuous hours between the hours of 7.00 A.M. and 6.00 P.M. Not more
than one hour to be allowed for lunch. If working overtime later than 8.00 P.M., 30 minutes
to be allowed with pay at the overtime rate.

SECTION 2. Overtime shall be paid for at the rate of price and one-half. All work
after 10 P.M. to be double price.

SECTION 3. All work done on Sundays and legal holidays to be paid for at double
price.

SECTION 4. Where a pressman is called in temporarily, he shall be given at least one-
half day's work, or pay for the same.

SECTION 5. The shortening of the hours of the regularly employed members shall not
be caused by employment of any surplus help.

SECTION 6. In offices where the Saturday half-holiday is observed, a week's work shall
consist of not more than 48 hours, not more than nine hours in any one day, said hours
to be designated by the office, and mutually agreed upon by the members of the Chapel;
provided, that all hours in excess of said designated hours shall be considered as overtime.

SECTION 7. Job Pressmen alternating between case and press shall receive as a mini-
mum scale, the scale paid to Job Compositors.

SECTION 8. Pressmen alternating between job and cylinder presses shall receive a
minimum wage equal to the job press scale the first year, and \$1.00 increase at expiration
of the first year, another dollar increase at the expiration of the second year, and the
cylinder press scale at the end of the third year. This rule shall also apply to cylinder
feeders who make jobs ready on cylinder presses.

SECTION 9. Cylinder Feeders shall receive as a minimum rate, \$13.50 per week on
two-roller presses, and \$15.00 per week on four-roller presses.

SECTION 10. All disputes between this Union and employing printers shall be sub-
mitted to a local Board of Arbitration, said board to consist of one person chosen by the
employers, one chosen by this Union; and in case of failure to agree, a third party shall
be chosen by first two members. Both parties to this contract agree to accept the Board's
decision as final.

[SIGNED]:

WITNESS,

.....
.....
.....

PRINTING TRADES COUNCIL, ALLIED.

Bookbinders' Union, No. 16; Bindery Girls' Union, No. 56; Cambridge Bookbinders' Union, No. 204; Electrotypers' Union, No. 11; Mailers' Union, No. 1; Cambridge Typographical Union, No. 61; News Writers' Union, No. 1; Franklin Association, No. 18; Printing Pressmen's Union, No. 67; Photo-Engravers' Union, No. 3; Stereotypers' Union, No. 2; Typographical Union, No. 13; Webb Pressmen's Union, No. 3.

RULES OF THE UNION LABEL.

This is to certify that label No.....has been granted to.....
.....in accordance with the following agreements:

1. All compositors, pressmen, stereotypers, electrotypers and mailers, press feeders, book binders, bindery girls, web pressmen, newspaper writers and photo-engravers, must be members of their respective unions, their scales of prices paid, and apprentice laws complied with.

2. Labels must not be loaned, electrotyped, or duplicated in any manner. (This practice of engrafting duplicates on imprints is strictly forbidden.) All necessary labels will be furnished by the Allied Printing Committee and a written acknowledgment taken thereof.

3. In any office where label is granted, no member of affiliated organization in the Allied Printing Trades Council will be permitted to do any work aside from the technical or mechanical work of his own particular trade or calling.

4. Labels shall be numbered in consecutive order, and no label will be permitted on a job without label number.

5. With the further understanding that if sent out to an outside press-room for the press-work, that the office number of that press-room shall likewise appear alongside of the composition number, thus ensuring the proper use of the label.

6. The label must not be used on any partisan or political printing, excepting in an imprint, and said imprint shall be the bottom line, and shall be disconnected from the body of the work by a rule.

7. Paintings of the label for sign purposes are permitted.

8. The Allied Printing Trades Committee reserves the right to withdraw the label at any time.

9. No label composition shall be printed in a press-room not in possession of the label.

10. No label printing shall be bound in a bindery not in possession of the label.

11. These rules *must* be lived up to under penalty of *forfeiture of the label*.

BOSTON,.....19 ..

For.....

(Name of Firm)

For the Allied Printing Trades.....

(Name of Representative)

This label is registered, and all infringements will be punished according to law.

QUARRY WORKERS.

Agreement and Bill of Prices by and Between the Quincy Branch of the Quarry Workers' International Union and the Granite Manufacturers' Association of Quincy, March 1, 1916 to March 1, 1921.

ARTICLE 1. Eight hours shall constitute a day's work.

ARTICLE 2. The minimum wage for quarrymen, which shall include tripod drill runners, pneumatic air drill runners and derrickmen, shall be thirty-three (33) cents per hour.

ARTICLE 3. The minimum wage for inexperienced men and laborers shall be twenty-eight (28) cents per hour.

Quarry Workers.

ARTICLE 4. Men getting more than this bill calls for not to be cut down.

ARTICLE 5. Quarrymen when grouting or doing other laboring work not to be cut down.

ARTICLE 6. Wages shall be paid weekly and not more than one week be retained. All employees discharged to be paid at once by cash or check.

ARTICLE 7. All overtime shall be paid for at the following rates: Regular working days, regular rates; Sundays, Washington's Birthday, Patriots' Day, Decoration Day, Independence Day, Labor Day, Columbus Day, Thanksgiving Day and Christmas Day, time and a quarter.

ARTICLE 8. The matter of nooning shall be optional with the employer and employees at each plant.

ARTICLE 9. There shall be no strike or lockout during the life of this agreement; any difference arising between the parties to the agreement shall be referred to a joint committee of four employers and four quarryworkers. In case they fail to agree, a ninth member to be chosen jointly by these eight, their decision to be final. The expense of arbitration to be borne equally by the parties hereto.

ARTICLE 10. This agreement to take effect March 1st, 1916, and remain in force for five (5) years or such time as is covered by settlement of the Granite Cutters' International Association. If changes are desired by either party, notice in writing shall be given not later than December 1st of the year preceding expiration and in the absence of such notice this agreement shall remain operative from year to year thereafter, subject to notice as above.

Signed this.....day of January, 1916.

.....

.....

Committee for Quarry Workers' Inter-
 national Union of North America,
 Branch 47.

Committee of Granite Manu-
 facturers' Association.

RAINCOAT MAKERS.

Agreement between Boston Raincoat Manufacturers' Association and Local Union No. 7, International Ladies' Garment Workers' Union, of Boston, July 15, 1916 to July 15, 1917.

Agreement entered into this first day of May, 1916 between the Boston Raincoat Manufacturers' Association, hereinafter called the "Manufacturers," and the Raincoat Makers' Union of Boston of the International Ladies' Garment Workers' Union, hereinafter called the "Union."

IT IS HEREBY AGREED

1. Each member of the Manufacturers is to maintain a Union Shop; "Union Shop" being understood to refer to a shop where Union standards as to working conditions, hours of labor and rates of wages as herein stipulated prevail, and where, when employing and hiring help, Union men are preferred, it being recognized that since there are differences in degrees of skill among those employed in the trade, employers shall have freedom of selection as between one Union man and another, and shall not be confined to any list nor bound to follow any prescribed order whatever. Nothing herein contained shall prevent a Manufacturer from discharging employees on account of misconduct or bad workmanship.

2. No employee shall be discharged for his or her activity in the Union. Both Manu-

Raincoat Makers.

facturers and the Union agree that they will use their best efforts to secure the faithful performance by their respective members of the provisions of this agreement.

3. The weekly hours of labor shall consist of fifty (50) during the six (6) working days of each week, to be apportioned as follows: Nine (9) hours on all days except Saturday, which shall consist of five (5) hours only.

4. The schedule of prices hereto annexed and made a part of this agreement, shall serve as a standard upon which to base the prices which the members of the Union shall receive for their work.

5. As to garments not specified in the attached schedule the prices to be paid shall be agreed upon by a committee of the employees in each shop, and their employers.

6. The Manufacturers agree to employ Union help so long as Union help are obtainable. It being understood, however, that the Manufacturers shall have the right to select between one Union man and another as long as the above condition exists.

7. Both parties agree that there shall be a uniform wage scale to govern the same classes of work in all shops.

8. The Manufacturers agree to prefer in their employment, Union members in good standing. It being further understood that if the Union shall not be able to supply Union help, the Manufacturers shall have the right to hire non-Union help. And should the Manufacturers retain said non-Union members in their employ, they will use their best efforts to persuade the latter to become members of the Union.

9. Should any employee be discharged without cause, the Grievance Committee, after a hearing of all parties in interest, shall reinstate said employee with compensation in its discretion for loss of time.

10. During the so-called dull season, when there is not sufficient work to employ all workers full time, all work in the factory shall be equally distributed among all hands in the various branches as far as practical.

11. The Union Representative of a duly elected committee, accompanied by a representative appointed by the Manufacturers' Association, shall be allowed to visit the shops at reasonable times, to ascertain whether Union conditions are observed.

12. The parties hereby establish a Committee on Grievances consisting of six members, composed as follows: Three (3) to be named by the Manufacturers and three (3) by the Unions. To said committee shall be submitted all grievances or difference arising in connection with the relations between the Manufacturers and their employees. The decisions of such committee or majority thereof, shall be final. If there is a tie vote in said committee, the question at issue may be appealed to the Board of Arbitration.

13. The parties hereto agree to establish a Board of Arbitration to consist of three (3) members, composed of one (1) nominee of the Manufacturers, one (1) nominee of the Union, and a third member to be selected by the two already mentioned.

14. To such Board shall be submitted any differences hereafter arising between the parties hereto or between any of the members of the Manufacturers and any of the members of the Union, which cannot be adjusted or settled by the Grievance Committee and a decision of such Board of Arbitration shall be accepted as final and conclusive between the parties to such controversy.

15. In the event of any dispute arising between the Manufacturers and the Union or between any member of the Manufacturers and any member of the Union the parties agree that under no circumstances shall there be a stoppage of work by any of the parties to this agreement, or lockout, by any party aggrieved until the differences in controversy shall have been submitted to the Grievance Committee, and a hearing thereon is had and final determination of the issue is made by said Committee or in the event of an appeal as herein provided determination is made by the Board of Arbitration, and only in the event of failure to accede to the final decision of said respective boards.

Raincoat Makers.

16. In the event of any vacancy in the aforesaid Boards or in the aforesaid committees by reason of death, resignation or disability of any of the members thereof, such vacancy in respect to any appointee by the Manufacturers and Union respectively shall be filled by the body originally designating the person with respect to whom such vacancy shall occur.

17. Overtime work shall be permitted during the first four working days of any week, and only shall amount to two (2) hours during any one day.

18. Every employee who is a member of the Union, or a so-called privileged member shall exhibit a working card, when hired, or if same is not presented within twenty-four hours the employer who retains such help shall be liable in damages to the Union in the sum of five dollars (\$5) in each instance. It is further agreed that no employee shall leave employment without tendering three (working) days notice to the employer and working throughout the time of notice if so requested by the employer. In violation of such action the Union shall pay as damages five dollars (\$5) to the Employers' Association in each instance.

19. This agreement shall go into effect on July 15, 1916 and shall continue in full force and effect until July 15, 1917 and shall be renewed for the term of one year from said date, unless at least ninety (90) days prior to said date either party hereto shall give written notice to the other of a desire to discontinue said agreement or to alter the terms hereof, upon which notice the Board of Arbitration shall convene and pass upon all changes, suggestions and extensions submitted by either of the parties.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed in their respective names and on their respective behalf by their officials duly authorized thereto.

For the Union.

.....
For the International Ladies Garment Workers' Union.

.....
President, Local 7, International Ladies Garment Workers of America.

.....
Manager, Local 7, International Ladies Garment Workers of America.

For the Manufacturers.

.....
President.

.....
Chairman of the Conference Committee.

.....
Secretary.

STITCHERS' PRICE LIST (REVISED), JULY 15, 1916.

Double texture bombazine cloth, full stitched, open fastings,	\$0.23
Double texture bombazine cloth, raised seam, open fastings, . . . . .	.23
Double texture bombazine cloth, half cemented, . . . . .	.20
Double texture bombazine cloth, one seam, full stitched, . . . . .	.21
One seam boy's and girl's coat, . . . . .	.16
Single texture, cotton, full stitched, . . . . .	.22
Single texture, cotton, half cemented, . . . . .	.20
Single texture, silk, half cemented, . . . . .	.22
Single texture, wool, half cemented, . . . . .	.21
Single texture, poplin, full stitched, . . . . .	.22

Raincoat Makers.

Single texture, poplin, half cemented,	\$0.20
Single texture, cashmere, full stitched, . . . . .	.24
Single texture, cashmere, half cemented, . . . . .	.22
Single texture, mohair, full stitched, . . . . .	.24
Single texture, mohair, half cemented, . . . . .	.22
Woolens, raised seams, plaid, . . . . .	.25
Woolens, half cemented, . . . . .	.23
Silks, face to face, raised seam, . . . . .	.25½
Silks, half cemented, . . . . .	.23
Cashmere, plaid, strapped, . . . . .	.25½
Cashmere, plaid, half cemented, . . . . .	.23
Cashmere, face to face, strapped, . . . . .	.30
Cashmere, half cemented, . . . . .	.26
Cashmere, to silk, strapped, . . . . .	.25½
Cashmere, to silk, half cemented, . . . . .	.23
All boys' coats five cents less.	
All coats double stitched, two cents extra.	

CEMENTERS' SCHEDULE, JULY 15, 1916.

Coats, face to face, double tex., strapped,	\$0.18½
Coats, plaid back, double tex., strapped, . . . . .	.16
Coats, single tex., lapped seams, . . . . .	.23
Coats, single tex., strapped only, . . . . .	.19
Coats, single tex., strapped, with pockets, . . . . .	.22
Coats, single tex., lapped and strapped, . . . . .	.35
Coats, double tex., lapped and strapped, . . . . .	.32
Coats, cashmere, face to face, lapped and strapped, . . . . .	.37
Coats, cashmere, stand and front cemented, . . . . .	.65
Coats, cashmere, plaid, strapped, . . . . .	.17
Coats, cashmere, face to face, full cemented, . . . . .	.85
Blue, black cashmere or black cashmere, silk, . . . . .	.02
Cemented stand, . . . . .	.09
Armholes, facings and shoulders strapped, . . . . .	.07
Armholes, lapping, . . . . .	.02½
Facings, lapping, . . . . .	.02
Shoulders, lapping, . . . . .	.01½
Raglans, lapped and strapped, . . . . .	.03
Plain, back lining open or closed, . . . . .	.02
Front and back lining, . . . . .	.06
Strapping pockets, . . . . .	.03
Garments without pockets, . . . . .	.03 ¹
One seam coat on cheap garments, . . . . .	.02 ¹
One seam boy's or girl's coat, . . . . .	.02 ¹
Boy's or girl's 4 to 16 sizes up to 20c kind coat (inclusive), . . . . .	.03 ¹

Minimum wages of finishers employed not less than eight (8) dollars after three months' experience.

¹ Less.

SHEET METAL WORKERS.

Agreement between Sheet Metal Contractors' Association of New Bedford and Vicinity and Local Union No. 289, Amalgamated Sheet Metal Workers' International Alliance, May 1, 1916 to April 1, 1920.

ARTICLE I.

The rate of journeymen sheet metal workers' wages, beginning May 1, 1916, shall be fifty (50) cents per hour, said rate to continue to April, 1918; and from April 1, 1918, to April 1, 1920, the rate shall be fifty-two and one-half (52½) cents per hour.

ARTICLE II.

All work in town or Fairhaven shall be eight (8) hours on the job and four (4) hours Saturday A.M. All overtime, including Sundays and the following holidays, namely, February 22, April 19, May 30, July 4, Labor Day, October 12, Thanksgiving Day and Christmas, and all other time after 9 P.M., shall be paid for as double time; all overtime other than stated above shall be paid for as time and one-half, except Saturday after 5 P.M., which is double time.

ARTICLE III.

All journeymen sheet metal workers sent to jobs outside of the city shall have their board paid, and also their traveling expenses as follows, *vis.*: If the distance from the city to the place at which they are to work is fifty (50) miles, or less, they shall be paid one (1) fare to and from the place once a week; if more than fifty (50) miles away they shall be paid only a single fare to and from the job.

When working out of town, where board is paid, journeymen may report to the shop at 7.00 A.M. before taking train to the job.

It is hereby agreed that the time leaving the city on out of town work shall be 7 A.M., when necessary to do so to get on the job at 8 A.M., and that the journeyman shall return to the city not later than 6 P.M., and shall travel by the quickest and shortest route. Employers will pay all fares beyond the five (5) cent limit.

ARTICLE IV.

(a) It is hereby agreed that one unrestricted apprentice shall be allowed each shop, and an additional apprentice for every three men regularly employed. The basis of apportionment shall be computed by the average employment of journeymen for the past year.

(b) Probationary period for an apprentice shall be six (6) months.

(c) It is hereby agreed that all apprentices shall serve as an assistant for the first three (3) years. At the commencement of the fourth year he may be given a kit of tools and be permitted to do repairs, but not to displace a journeyman, and shall work under the instruction of a journeyman until the beginning of the fifth year, when he shall be known as a "Junior." It is expressly understood that a junior may receive sixteen (16) dollars per week, between the fourth and fifth year, providing that he holds his employment with the same employer with whom he has served his apprenticeship; and it is further agreed that said apprentice may become a member of the Journeyman's Association at the expiration of five (5) years.

(d) It is agreed that the journeymen shall use their best endeavors to instruct the apprentices in the knowledge and science of the trade.

ARTICLE V.

No sheet metal worker shall be allowed to do sheet metal work for any one except his regular employer.

Sheet Metal Workers.**ARTICLE VI.**

A contracting tinner may employ laborers or tinner's "tenders" to deliver and distribute materials and to assist a tinner in any manner not requiring the use of tools. No part of this agreement shall apply to the employment of laborers for delivering or unloading stock into a building or in protecting material from the weather.

ARTICLE VII.

The parties of this agreement shall appoint a committee of five (5) members each, forming a Joint Conference Board, with full power to act for the Associations and the Unions, to whom shall be referred all questions in dispute for adjustment, their names and addresses to be sent to the Secretaries of both Associations. Seven (7) members shall constitute a quorum and compel their members to abide by said decisions, and their decisions shall be final and binding. In case of charges against a member on either side, he shall be given one (1) week from date of notice, in writing, to prepare his defence.

ARTICLE VIII.

(a) In case parties tried by Joint Conference Board shall be declared guilty, the Board may recommend a fine to the Master Sheet Metal Contractors' Association or the Union, as the case may be, and the respective Associations of which the guilty party is a member shall see that it is enforced. In case the conference of both Associations deem it expedient to hire a clerk or stenographer, or other professional assistance, or any umpire, such expenses shall be defrayed jointly by each Association. The Joint Conference shall agree as to time and place of meetings, rules of procedure, election of chairman, secretary, etc., and any other detail necessary to promote and carry on the business for which it is appointed.

(b) Fines collected from a member or members of either Union or Association shall be divided equally and paid to the treasurer of each.

(c) If any member of either Association fails to pay the fine imposed within ten (10) days from the time he is notified, he will at once be suspended from his Union or from the Sheet Metal Contractors' Association, and the Union or the Sheet Metal Contractors' Association have a right to act as they see fit.

(d) In case the Conference Committee fails to agree, it shall be left to an Arbitration Committee composed of one (1) member of the Sheet Metal Contractors' Association and one (1) member of the Local 289, Sheet Metal Workers' Union, and they jointly to select a third party, their decision to be final and binding.

ARTICLE IX.

(a) Where a journeyman does defective work through his own carelessness, or incompetency, he shall be required to remunerate his employer for loss on labor and material.

(b) No journeyman shall quit a job without notifying his employer.

ARTICLE X.

It is hereby agreed that the parties to this agreement will take up for consideration the question of renewal of this agreement at least three (3) months prior to date of its expiration. It is further agreed that this agreement will remain in force until a new agreement is made or this one abrogated.

Sheet Metal Workers.**ARTICLE XI.**

All parts of the Constitution and By-Laws of either Association in conflict with this agreement are by mutual consent repealed, and this agreement governs in all matters stipulated, providing they do not conflict with the Constitution of the Amalgamated Sheet Metal Workers' International Alliance.

This agreement, by mutual consent and agreement, shall be in force between the parties hereto until April 1, 1920.

ARTICLE XII.

It is mutually agreed that all contracts taken by master sheet metal workers prior to March 1, 1916, shall be finished by members of Local 289 at rate of wages in force previous to above date, such rate of pay to continue until July 1, 1916, on said contracts only, on and after July 1, 1916, the wages on these contracts to be paid at new rate.

ARTICLE XIII.

No journeyman shall be employed unless he holds a clear card or working permit of Local 289, Amalgamated Sheet Metal Workers' International Alliance.

Any foreman working with tools shall be classified as a journeyman sheet metal worker.

Signed this day, April 5, 1916.

For the Sheet Metal Contractors' Association,.....

For the Local Union 289, Amalgamated Sheet Metal Workers' International Alliance,.....

SIGN WRITERS.

Agreement between Contract Advertising and Commercial Sign Writers and District Council No. 41 of the Brotherhood of Painters, Decorators and Paperhangers of America, representing Sign Writers No. 391, of Boston, May 1, 1917 to May 1, 1918.

Articles of Agreement between.....
Contract Advertising and Commercial Sign Writers of Boston, Mass., party of the first part and District Council No. 41 of the Brotherhood of Painters, Decorators and Paperhangers of America, representing Sign Writers Local Union No. 391 of Boston, Mass., party of the second part:

COMMERCIAL CONTRACT.

WITNESSETH: That the party of the first part in consideration of the agreement of the party of the second part, hereby covenants and agrees to the following:—

SECTION 1. That eight (8) hours shall constitute a day's labor, one-quarter day being the smallest fraction thereof. That such day's work shall not commence before the hour of eight o'clock A.M. nor continue after the hour of five P.M. That if it should be necessary to continue work after 5 P.M. such work shall be paid for at the rate of double time.

SECTION 2. That no work shall be done under any circumstances on Labor Day, nor on Saturdays between the hours of 12 noon and 5 P.M. That work done on Sundays and Holidays (namely) Washington's Birthday, Patriots' Day, Memorial Day, Fourth of July, Columbus Day, Thanksgiving Day, and Christmas Day or on the days on which same are celebrated, shall be paid for at the rate of double time, it being understood that the above mentioned days are to be calendar days, extending from 12 o'clock midnight to 12 o'clock midnight.

Sign Writers.

SECTION 3. The minimum rate of wages shall be:

Advertising Sign Painters,	\$5.50 per day.
Commercial Sign Painters,	5.00 per day.
Pictorial Sign Painters,	6.00 per day.
Helpers,	3.30 per day.

SECTION 4. That each shop shall be entitled to employ one apprentice and one helper to do preparatory work and assist a journeyman if occasion requires.

SECTION 5. The party of the first part expressly agrees with the party of the second part, that they will employ none other than members in good standing of the party of the second part, and will pay the scale of wages provided in Section 3 herein, and also that he will refer to the Secretary or Business Agents of the party of the second part all Sign Writers or Helpers applying for work.

SECTION 6. That members of the party of the second part sent out of the city to work, shall receive their regular wages and expenses. That travelling time, nights or Sundays shall be paid for at the rate of single time. That no member of the party of the second part shall be required to take a train before 7 A.M. That sub-contracting to members of the party of the second part is prohibited.

SECTION 7. That they shall establish and maintain a weekly pay day which shall be Saturday of each week, between the hours of 12 o'clock noon and 1 o'clock P.M., at which time all employees shall be paid in lawful money of the United States of America, but if any employees shall be discharged or laid off, he [sic] shall be paid in full at the time of such discharge or lay-off.

SECTION 8. That this agreement shall not take away the power of the Business Agents of the party of the second part to call a strike on any shop for any reason that the party of the second part may deem to be sufficient, if after a conference of both parties the cause has not been removed.

SECTION 9. That the party of the second part agrees to furnish the party of the first part the Labels of the party of the second part whenever requested and to co-operate with the party of the first part for the general improvement of the business.

SECTION 10. The party of the first part in consideration of the use of the Labels of the party of the second part agrees to place their imprint on all Signs on which may cause said Labels to be placed. That they shall not under any consideration loan or cause to be loaned such Labels and that they will peaceably return to the officers of the party of the second part all of said Labels that may be in their possession, at any time a demand is made for the same. That this agreement shall be in effect until the first day of May, 1918.

In Witness Whereof the parties hereunto have set their hands and seals, this 1st day of May, 1917.

.....
For the party of the first part.

.....
For the party of the second part

Sealed and delivered in the presence of

.....

.....

Boston,

191

STABLEMEN AND GARAGEMEN:

Agreement between Employers and Local No. 367, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, of Boston. In effect in 1917.

Agreement made and entered into by.....
and Stablemen and Garagemen's Local No. 367.

ARTICLE I.

I,.....agree to hire only members in good standing of said Stablemen and Garagemen's Union, or those willing to join the Union at its next regular meeting, and one member in good standing shall be allowed to act as representative of the union without discrimination.

ARTICLE II.

Ten (10) in eleven (11) consecutive hours shall constitute a working day, with one hour for lunch as near the middle of the day as the business will allow. The minimum rate of wages per week for stablemen and garagemen shall be as follows, payable weekly:

Automobile washers,	\$18.00 Boots and Apron.
Wagon Washers,	17.00 Boots and Apron.
Oilers,	17.00
Gasoline Men,	16.00
Harness Cleaners,	16.00
Tire Shifters,	15.00
Feeders,	16.00
Horse Clippers,	16.00
Hostlers,	15.00
Brass Polishers,	15.00
Floormen,	16.00

ARTICLE III.

All men working in a garage or stable, working under this agreement, shall have one day or night every second Sunday. No hostler shall take care of more than twelve (12) wagon horses; no harness cleaner shall take care of more than thirty-five (35) sets of wagon harnesses. Overtime shall be paid for at the rate of twenty-five cents (25c) per hour.

ARTICLE IV.

Disputes arising that cannot be settled satisfactorily to both parties shall be left to arbitration, — board to be composed of three members, one to be appointed by the employer, one by the local union, and the third to be appointed by the two first appointed; the findings of this board shall be final and binding on both parties.

ARTICLE V.

Members who are now receiving more pay than this agreement calls for, shall not suffer a reduction.

This agreement shall remain in force until.....

Stablemen and Garagemen.

Should either party wish to alter or annul this agreement he shall give written notice thereof to the other party two weeks before the expiration of this agreement.

Signed.

Stablemen and Garagemen Local No. 367.

Approved:

.....

Boston District Council.

Employer.

Approved:

.....

General President.

STEAM RAILROAD EMPLOYEES.**COAL HANDLERS (LONGSHOREMEN). (B. & M. R. R.)**

Agreement between the Boston and Maine Railroad and Local No. 831 of the International Longshoremen's Association, April 24, 1915 to January 1, 1916.

ARTICLE 1: Nine hours shall constitute a day's work, from 7.00 A.M. until 12.00 noon, and from 1.00 P.M. until 5.00 P.M.

ARTICLE 2: The rate of wages shall be two dollars and twenty cents (\$2.20) per day,¹ and when men are compelled to work holidays or overtime the pay shall be time and one-half pro rata for the number of hours worked.

ARTICLE 3: Hourly men shall be paid thirty-five (35c) cents per hour, and forty (40c) cents per hour shall be paid for all overtime.

ARTICLE 4: When hourly men are employed as guy men or car trimmers for a continuous period of one week, they shall be paid for any holiday which may fall during that week.

ARTICLE 5: Regarding the employment of hourly men, it is understood that Article 6 of the agreement of November 20th, 1913, is hereby eliminated.

ARTICLE 6: In authenticated cases of sickness, men will be given their proper rating when able to return to work.

ARTICLE 7: It is understood by both parties that this agreement shall remain in effect until January 1, 1916, and shall continue thereafter until such time as either party gives thirty days' notice in writing.

ARTICLE 8: It is distinctly understood that whenever any unusual work arises or a controversy or misunderstanding existing, the men shall continue to work and the misunderstanding, controversy or grievance shall be adjusted if possible, by and between a representative of the party of the first part and a representative of the party of the second part.

If the parties cannot adjust existing controversies or grievances then the matter shall be submitted to arbitration and the finding of the Board of Arbitration shall be final and binding on both parties. Said Board of Arbitration shall meet not later than five days after request has been made for same by either party.

The arbitration committee shall consist of three members, each party to this agreement naming one member and the two so chosen shall select a third.

Local Union No. 831 of the International Longshoremen's Association. Party of the second part.

Boston and Maine Railroad. Party of the first part.

By

(Signed).....

.....

.....

By

(Signed).....

(Purchasing Agent)

¹ Rate of wages has since been increased to \$2.75 per day.

CONDUCTORS, TRAINMEN AND YARDMEN.

Rules and Rates of Pay applicable to Men in Train and Yard Service, Boston and Albany Railroad. — In effect October 1, 1913.

PASSENGER SERVICE.

1. In all passenger train service not otherwise specified, the standard rates of pay in both steam and electric service shall be:

Conductors,	2.9 cents per mile.
Assistant Conductors,	2.3 cents per mile.
Baggagemen,	1.65 cents per mile.
Rear Trainmen (Flagmen),	1.6 cents per mile.
Brakemen,	1.6 cents per mile.

2. The minimum allowance (exclusive of overtime) for employees in both steam and electric passenger service for each day shall be:

Conductors,	\$4.50 per day.
Conductors, N. L. Falls Branch (effective July 1, 1914),	4.25 per day.
Assistant Conductors,	3.57 per day.
Baggagemen,	2.75 per day.
Rear Trainmen (Flagmen),	2.60 per day.
Brakemen,	2.55 per day.

3. Regular assigned passenger train employees who are ready for service the entire month and who do not lay off on their own accord, shall receive the following minimum sums, exclusive of overtime, except that made in regular assignment, for the calendar month:

Conductors,	\$135.00
Conductors, N. L. Falls Branch (effective July 1, 1914),	110.50
Assistant Conductors,	106.60
Baggagemen,	82.50
Rear Trainmen (Flagmen),	78.00
Brakemen,	76.50

The monthly guarantee for February of any year will be 28 times the daily minimum. The February guarantee for the Newton Lower Falls Branch conductors will be 24 times the daily minimum.

4. Ten hours or less shall constitute a day, and all time in excess of 10 hours, computed continuously from the time required to report to final release at the end of last run, shall be paid for as overtime, except so-called extension circuit trips, or other trips covered by the rule governing emergency service (Article 9). Extension runs on the present basis of one-quarter day extra pay for each round trip or fraction thereof, and when such extension runs are part of the regular assignment of the blue print they shall count toward the monthly guarantee.

5. Overtime in passenger train service shall be computed for each employee on the basis of actual overtime, worked or held for duty, at the following rates:

Conductors,	45.0 cents per hour.
Assistant Conductors,	35.7 cents per hour.
Baggagemen,	27.5 cents per hour.
Rear Trainmen (Flagmen),	26.0 cents per hour.
Brakemen,	25.5 cents per hour.

Conductors and Trainmen.

6. (D) Reduction in crews or increases in mileage in passenger service from assignments in effect November 1, 1912, shall not be made for the purpose of offsetting these increases in wages, but nothing in this award is understood to prevent adjustment of runs in short turn-around and suburban service that are paid under minimum rules, for the purpose of avoiding payment of excess mileage, or overtime that would accrue under these rules without reducing the number of crews. Such runs may be rearranged, extended, or have mileage changed by the addition of new train service; separate pools or assignments may be segregated or divided, provided that crews are not taken off or reduced in number.

Added mileage up to mileage equaling the mileage rate divided into the guaranteed daily rate does not change, take from, or add to the minimum day's pay, and this added mileage is not to be construed as "increase in mileage" within the meaning of this article.

For the purpose of avoiding payment of excess overtime or turn-around runs in passenger service when any part or leg thereof is over 80 miles, the companies will be privileged to rearrange runs, combine pools, or sets of runs, and may establish inter-divisional runs, excepting when this may be prohibited by provisions of existing schedules, such runs to be paid for in accordance with the mileage schedules of this award but in no case less than the combination of trip rates in existence at the date of this award.

Decisions of the Board on Article D.

It is clear that the first paragraph defines what may be done under Article D with runs in short turn-around and suburban service that are paid under minimum rules; the second paragraph defines what may be done in turn-around runs in passenger service when any part or leg thereof is over 80 miles.

7. A blue print or printed form will be posted in the conductors' and trainmen's rooms at Boston, Springfield, Pittsfield and Albany, and in the yard master's office at Boston, showing the names of all men in passenger service with the runs and trains comprising their day's work. Any work not included in this blue print or printed form, when required of regular men, will be paid for under the rule governing emergency service (Article 9).

8. Passenger crews will not be required to do freight work at points covered by freight trains unless such work is part of the scheduled run. If a part of scheduled run, crews will receive extra pay with a minimum allowance of one hour.

9. In cases of emergency regular men called for service before and in addition to their regular run between trips, or before registering off duty, will be paid regular mileage as per schedule, at the following guarantee:

	Conductor	Assistant Conductor	Baggage-men	Flagmen	Brakemen
1 hr. or less,	\$0.45	\$0.357	\$0.275	\$0.26	\$0.255
Over 1 hr. and 5 hrs. or less,	2.25	1.785	1.375	1.30	1.275
Over 5 hrs.,	4.50	3.57	2.75	2.60	2.55

Service in excess of one hundred miles will not be considered emergency work within the meaning of this rule. Emergency circuit trips will be paid not less than one-quarter of a day for a round trip or fraction thereof, and will not apply toward the monthly guarantee.

10. If a man is called or listed and not used he will be allowed one-half day's pay for five hours or less. If held longer than five hours, not less than one day's pay shall be allowed.

11. Baggage-men or brakemen required to perform the duty of assistant conductor on

Conductors and Trainmen.

trains of their regular runs will be paid fifteen cents per day in addition to their regular rate of pay per day. Baggage men or brakemen will not be used as assistant conductors to such an extent that it will interfere with the appointment of additional assistant conductors when such are found to be required. (Increase effective June 29, 1914.)

On runs of less than 155 miles, where brakemen are required to act as flagmen in place of the regular flagmen for ten miles or more, or to Brighton, East Cambridge, or Somerville, flagmen's rate shall apply for the entire day.. (Effective June 29, 1914.)

12. When a baggage man is temporarily assigned to service as an assistant conductor, or a brakeman is temporarily assigned to service as a baggage man, or baggage men or brakemen are assigned to any other class of work in passenger train service, they will receive the pay for the class of service performed.

13. Passenger men will not be required to couple or uncouple air or steam hose at Boston, Exeter Street, Springfield or Albany, or when practicable at other stations where car inspectors are employed.

14. Passenger men having regular runs shall not be required to do extra work when spare men are available, except in case of emergency.

15. Passenger men on trains running between Boston and Albany, seven days per week, may be relieved one round trip every two weeks if they so desire.

16. Passenger men will not be required to clean cars where other men are employed for that purpose.

17. Passenger trainmen will not be required to load or unload baggage at terminals, except in case of emergency.

18. The company shall provide a room in the South Terminal Station with a man in charge to take care of all lanterns and markers.

19. When a regular passenger man is absent on account of sickness or other cause, the senior spare man in that class of service making application in writing for the run or position shall be assigned thereto, and shall hold it for four days, and thereafter until displaced by an older spare man.

20. Passenger men on trains on which mail clerks are employed will not be required to load or unload mail.

21. When, because of a falling off in business, men are unable to make reasonable wages, the force shall be reduced in reverse order of promotion.

22. When necessary to use passenger brakemen to flag light passenger engines, passenger flagman's rates will be paid.

FREIGHT SERVICE.

23. Through and irregular freight, work, construction, snow plow, circus, or wreck train service, to be paid as follows:

Conductors,	4.00 cents per mile.
Flagmen,	2.67 cents per mile.
Brakemen,	2.67 cents per mile.

Runs of 100 miles or less, either straightway or turn-around to be paid for as 100 miles.

24. In local freight, pick up and drop service, men shall be paid as follows:

Conductors,	\$4.50 per day.
Flagmen,	3.00 per day.
Brakemen,	3.00 per day.

Mileage in excess of 100 miles in any day shall be paid for in addition, pro rata.

(K) Regularly assigned way freight, wreck, work, and construction crews, who are ready for service the entire month and do not lay off of their own accord, will be guaranteed

Conductors and Trainmen.

not less than 100 miles or 10 hours for each calendar working day, exclusive of overtime. (This to include legal holidays except Independence Day, Labor Day, Thanksgiving, and Christmas.) If through act of Providence it is impossible to perform regular service, guarantee does not apply.

Crews may also be used in any other service to complete guarantee when for any reason regular assignment is discontinued, but such service shall be paid for at schedule rates unless the earnings from such rates would be less per day than would have been earned in regular assignment.

Decisions of the Board on Article K.

The Board understands "Acts of Providence" to refer to interruption of traffic from causes beyond human control, such as snow blockades, wind-storms, fires, floods, earthquakes, and the like.

1. Can or cannot excess miles over 100 per day be used to build up local freight guarantee if run is tied up on one or more holidays during the month?

Answer — No.

2. Can or cannot regularly assigned men in local freight service, making less than monthly guarantee, be used in any class of service other than local freight to make up monthly guarantees?

(a) On roads where schedules confine men to certain classes of service?

Answer — No.

(b) Where there are no schedule regulations?

Answer — It was the sense of this Board, in granting a monthly guarantee, that the fair principle should govern that the men should work at any work of the class as usually employed, on individual railroads, to fulfill the obligations of the guarantee.

Where regularly assigned "pick-up and drop" crews work under same conditions and rates as local freight, was it the intention of the Board that the provisions of Article K should apply to them;

(a) Where already existing in schedule?

(b) Where no guarantee provision exists?

Answer — Article K does not refer to "pick-up and drop" service.

25. (I) In all road service, other than passenger service, 100 miles or less, 10 hours or less, shall constitute a day's work. On runs of 100 miles or less, overtime shall be paid for all time in excess of 10 hours, and on runs of over 100 miles overtime shall be paid for the time used in excess of the time necessary to complete the trip, at an average speed of 10 miles per hour. The working time of trainmen shall begin at the time they are required to report for duty and do report, and shall continue until they are relieved from duty at the end of the run. Overtime for each employee shall be computed on the basis of actual overtime worked or held for duty and be paid for at the rate of 10 miles per hour for the class of service performed.

Crews in pool or irregular freight service may be assigned to make short trips and turn-arounds with the understanding that one or more turn-around trips may be started out of the same terminal and paid actual miles with a minimum of 100 miles for a day, provided that the mileage of all the trips does not exceed 100 miles, and further provided that crews will not be started out of terminals under this rule after having been on duty 10 consecutive hours.

Decisions of the Board on Article I.

In combining short freight trips the railroads are limited to an aggregate of 100 miles.

Roads may order a crew or an individual for short turn-round service within 50 miles of a terminal, or through a terminal, in any direction, provided the combination of short trips does not exceed 100 miles and further provided that crews shall not be started out of terminals after having been on duty ten consecutive hours, and that such assignments do not interfere with the seniority rules. This applies to crews in pool or irregular freight service only. It is not necessary that the number of trips or destinations within 50 miles be specified in the call, but the first call should specify turn-around service.

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26. (M) Conductors and trainmen in pool freight and in unassigned service held at other than home terminal will be paid continuous time for all time so held after the expiration of 18 hours from the time relieved from previous duty, at the rate per hour paid them for the last service performed. If held 14 hours after the expiration of the first 28-hour period, they will be paid continuous time for the next succeeding 10 hours, or until the end of the 24-hour period, and similarly for each 24-hour period thereafter. Should a conductor or trainman be called for duty after pay begins, time will be computed continuously. For the purpose of applying this rule, the Railroad Company will designate a home terminal for each crew in pool freight and in unassigned service.

27. Crews called for wreckers and not used beyond a period of two (2) hours, may be used for through freight service not to exceed 50 miles straightaway runs, on the basis of continuous time.

28. Milk train service:

CLASS.	Rate per Mile	Daily Minimum	Monthly Minimum
Conductor,	2.9	\$4.50	\$117.00
Flagman,	1.93	3.05	79.30
Brakeman,	1.89	3.05	79.30

29. The rule under which milk trainmen are permitted to lay off one day per week will continue without breaking the monthly guarantee. Ten hours or less to constitute a day from time required for duty until relieved from duty at the end of the day.

30. Freight crews doing part road and part yard work shall be paid local freight rates. Men on trains that switch out or pick up cars at six or more stations on the day's run shall be paid local freight rates. A local freight is a train that does loading or unloading of freight at station. Where crews are on continuous time the turning point will count as one stop.

Spare men called and used in road and yard service in any one 10-hour period, will be paid at road rates for that part of the day they are used on the road, and at yard rates for that part of day used in yards. If, however, a spare man is called for yard service and is later needed on the road, yard rates will apply.

31. Regular local freight crews will not be required to work Sundays, if possible to avoid it.

32. Road crews doubling hills shall be allowed actual mileage at the rate per mile paid on that train.

33. If a man is called or listed and not used, he will be allowed one-half day's pay for five hours or less, and will stand first out. If held over five hours, he will be allowed not less than one day's pay and will stand last out.

34. Caboose tracks will be provided at freight terminals. An effort will be made to place promptly the caboose of crews required to take rest, and all unnecessary switching avoided.

35. All unassigned freight men will run first in and first out. A spare man placed on a regular run made vacant on account of sickness or other cause, shall hold the same for seven days, when the oldest spare or belt man making application in writing for same, if competent, shall be placed thereon and hold the same until displaced by a senior spare man or belt man, or the regular man returns. This rule to apply to a new run while bids are being made and until the man to whom the run falls is assigned thereto.

36. All regular engines used in local freight service will be equipped the same as yard engines.

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37. When, because of falling off in business, belt crews are unable to make at least five days per week, the belt crews will be reduced in reverse order of promotion.

38. Main line freight terminals are as follows: West Albany, West Springfield, Beacon Park and Boston.

Road freight trains will not be required to go to East Cambridge with stock, except in case of extreme emergency. If required to go, they will be allowed a minimum rate of 2 hours at road rates. If time exceeds 2 hours, 3 hours will be paid, if time exceeds 3 hours, 4 hours will be paid, and so on. Time to be computed from time of arrival in yard.

39. The flagman's rate will apply to the rear trainman only. The assignment will be left optional with the conductor, but a senior man will have the right to question the decision of the conductor through the trainmaster.

40. Regular men in freight road service displaced, and desiring to remain at their home terminal, must displace men on regular runs from this terminal. If their seniority will not permit of displacement it will be their privilege to take their place on the spare list at this terminal until such a time as their seniority will allow them to take a regular run.

GENERAL RULES.

41. The time of men in road and yard service shall begin at the time they report for duty and continue until relieved from duty.

42. When the time on the time slip is not allowed, the men making it shall be notified promptly in writing by the timekeeper and reasons given for not allowing it.

43. The line of promotion in service shall be according to seniority, merit and ability, as follows:

Passenger service: From brakeman or flagman to baggageman; from baggageman to passenger conductor.

Freight service: From brakeman or flagman to conductor, thence to passenger conductor.

Freight conductor and train baggageman to be promoted to passenger conductor in the proportion of 2 to 1, provided in the opinion of the superintendent the men are competent and otherwise qualified.

44. Men who have regular runs shall not be displaced until changes are made for good cause or trains are taken off, and the men so affected shall have first choice of any trains manned by younger men in that branch of train service in which they belong.

Note: The application of this rule requires that a man must make his displacement within five days. Such men are entitled to spare work within this period in accordance with their rating.

45. A man is considered displaced: (a) when his initial train is taken from him or changed to another terminal; (b) when he is removed to make room for an older man; (c) when his run is taken off.

46. A man having failed in examination for promotion will have the privilege of taking a second examination within two months and also a third examination. If he finally fails or declines to take an examination in his turn he shall be placed at the bottom of the list for promotion, provided that in the opinion of the superintendent his failure was not due to lack of proper interest or lack of ability to fill his present position. Otherwise he shall be dropped from the service.

47. A man in a higher grade of service returning to the next lower grade at his own request will, subject to the approval of the superintendent, be given the rating in that lower grade held prior to his promotion and lose his standing in the higher grade.

48. When additional passenger trainmen are needed, all freight men will be notified by bulletin, and the senior freight trainman applying for the position will be given preference, if qualified.

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49. In road or yard service, when a run or position is permanently vacated or a permanent run or position is established, it will be posted for bids on all bulletin boards by the trainmaster within five days, for a period of five days, and the oldest man in that class of service in which he belongs making application therefor in writing, shall be assigned to the run or position within five days, provided in the opinion of the superintendent he is competent and qualified for that service.

50. When a man bids in a run or position, he will not be allowed to bid for his former position until it has been once filled and again becomes vacant.

51. When two or more vacancies occur at the same time on trains or in yards, men will have the right to bid on all in their respective classes, stating first, second and third choice, and so on.

52. When men are transferred for the convenience of the company, and its interests have been served, they will be returned to the branch of the service in which they were employed, and their standing will not be affected by such transfer.

53. A man who has a regular train shall not be changed from his own train for the convenience of other men unless mutually agreed upon, and then not to exceed two weeks in any one year.

54. As far as possible, all complaints against men which may result in discipline, shall be made in writing, unless taken by a stenographer and over the complainant's signature.

55. Men who have been in the service of the company for a period of one year will be furnished semi-annual passes good between all stations.

56. The rights of passenger and freight conductors shall date from the time they regularly entered the service in the position named. When a man is examined for promotion and successfully attains that promotion he shall be given a certificate stating the day and date he was promoted, and his rights date therefrom.

The rights of train baggagemen shall be from the date they are made regular train baggagemen.

The rights of trainmen in road and yard service shall be from the date they enter the train or yard service.

The rating of men from the spare list bidding in a yard position will date from the date of accepted bid. All men in the road service carry their rating from the time they enter the train service.

57. Men who are promoted and have to learn the work in the advanced position, and men who are required to learn the road in a new territory, will be allowed full pay while so engaged. This, however, will not apply to men exercising seniority rights.

58. A roster of all train and yard employees on the road, giving the date they entered the service of the company and the date of promotion, if any, shall be kept on all bulletin boards and the same revised annually.

59. Men who are absent by sickness, or other causes, shall have the right to displace junior men who, during their absence, may have bid in new trains or runs which have been changed; provided application is made within five days after their return.

60. Ample leave of absence shall be granted conductors' and trainmen's committees when on committee work.

61. When men are suspended, they shall be notified in writing within a reasonable time, and the cause and length of suspension shall be stated.

62. In the event of dismissal or suspension, if a man considers he has been unjustly dealt with, he shall have the right to appeal, in writing or in person, to the superintendent, and to receive a reply thereto within a reasonable time, and if he so desires he may be accompanied at that investigation by one or more of his fellow employees. In case he is not satisfied with the result of such investigation he shall have the right to appeal to the general superintendent or higher official.

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63. Men who are suspended pending an investigation and found blameless shall be paid for all time lost and their record corrected.

64. Men acting as pilots shall receive conductor's pay. This does not apply to so-called pilots for trains between terminal stations and yards.

65. Men attending court, or absent on company business, shall be allowed their regular wages, unless full compensation is received from other sources and if compelled to be away from home their expenses shall be allowed in addition thereto. If such duty is required on lay-off day the minimum day's pay shall be allowed.

66. Men who are entitled to rest shall not be disturbed by call for purposes of investigation until the expiration of the time specified for rest, except in case of extreme emergency.

67. No man shall be granted leave of absence to exceed three months in any year except on account of proven sickness or disability.

No man shall under any circumstances be granted a leave of absence to engage in other business.

A man absent longer than three months will be considered to have left the company's service.

This rule shall not apply to conductors' and trainmen's committees who are absent on committee work.

68. Conductors will not be required to go out on the road with more than one newly qualified trainman.

69. If the company's service requires a man to move, he shall be furnished free transportation for his family and have his household goods moved at a nominal rate, if permitted by law.

70. Men will not be required to coal or sand engines at South Framingham or at other points, except in case of emergency.

Brakemen shall not be expected to shovel coal or take water on freight trains.

This rule will not apply to the North Brookfield, Spencer or Millbury branches.

71. A spare man is a man who has not a regular job of any kind.

72. Road men will have no rights in yards. Yard men will have no rights on the road.

73. If a man is transferred from the yard service to the road service or vice versa, for his own betterment or convenience, his record in the new line of service will date from time of entry therein, and should he at any time, of his own accord, return to the branch of service from which he was transferred, his record in that branch will date from the time of such re-entry.

74. Efforts shall be made to furnish employment suitable for the capacity of the men when injured in the discharge of their duties.

75. A "run" is a term used to describe trains to be handled by a crew in its day's work. The definition of a new run is; (a) when a train is taken from or added to a run; (b) when a change is made in terminal points of any train or run; (c) when a change of two hours or more is made in the departure of the initial or arrival of the final train of the run, or the starting hour of a yard position is set back or ahead more than one hour.

Paragraph "C" implies if a change of two hours is made on any one day of the week in the departure of the final train of a run, a new run has been created.

(d) When a new train is put on with a reasonable prospect of its running for thirty days; (e) such parts of this rule as are applicable shall govern in yard service.

76. Regularly assigned caboose cars will not be sent out with other crews, except in an emergency.

77. Men leaving the service will, if they so desire, be given a letter by the superintendent, stating the nature and length of service and reason for leaving.

78. Men in train or yard service assigned to other duties for the convenience of the

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company, shall be paid not less than the rate paid in the branch of service from which he comes, nor shall he be paid less for any service than is usually paid for that service. This will not apply to freight men used in passenger service.

79. Men deadheading by order of the officials shall be paid the same as for regular service. This does not apply to spare men ordered to fill regular runs. No extra time allowance will be granted beyond the time table schedule of the train used in deadheading.

Regular passenger crews which have more than one terminal, will be allowed deadhead time one way. Crews on passenger runs where the terminal Sunday does not correspond to the week-day terminal, will be allowed deadhead time to and from the week-day terminal.

YARD SERVICE.

80. At Rensselaer, Pittsfield, North Adams Junction, West Springfield, Springfield, Worcester, South Framingham, Beacon Park, East Cambridge, East Boston and Boston, the following rates will be paid:

Day Conductors,	. . . . .	38 cents per hour.
Day Brakemen,	. . . . .	35 cents per hour.
Night Conductors,	. . . . .	40 cents per hour.
Night Brakemen,	. . . . .	37 cents per hour.

81. At Palmer, Chatham and all other yards the rates of pay will be:

Day Conductors,	. . . . .	36 cents per hour.
Day Brakemen,	. . . . .	33 cents per hour.
Night Conductors,	. . . . .	38 cents per hour.
Night Brakemen,	. . . . .	35 cents per hour.

82. In all yards 10 hours or less shall constitute a day's work; overtime computed for each employee on the basis of actual overtime worked or held for duty, pro rata.

83. Men in yard service will be allowed one hour for meals, after having worked 5 hours, without pay for the hour. If required to work longer than 5 hours or any part of the meal hour, 30 minutes will be allowed for meals with one hour's pay.

The minimum day is 10 hours, regardless of time worked less than that period. Any time in excess of the 10 hours is overtime, and paid on a basis of actual minutes worked. The meal hour worked places the crew on continuous time; the meal hour not worked allows the company 10 hours in 11, or 11 in 12, and so on.

Example: Yard positions posted for bids give a designated time for commencing work. A position reporting at 7 A.M., meal hour worked and finishing work at 5.30 P.M., has actually worked 10 hours, and is paid 10 hours and 30 minutes, and not 11 hours.

84. The line of promotion in yard service will be from brakeman to conductor.

85. Yard conductors' rights shall begin from the date they were made regular yard conductors.

86. Yard crews assigned to part day and part night service will be paid for the day service in accordance with day rates, and for the night service in accordance with the night rates. Day rate to begin at 6 A.M. and night rate to begin at 6 P.M.

87. The rights of yard men will be confined to that branch of the service. When yards are abolished, or a reduction is made in the force, yard men so affected shall have their choice of being placed as senior men on the extra list, or in other yards on their division according to seniority, and these men shall retain full rights to return to their usual service after the emergency has passed. Regular men displaced and forced to go on the spare list are senior extra men as far as yard work is concerned, and will be given preference over other spare men for work in yards. In bidding for positions in yard service Article

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87 will apply to the entire road, Boston to Albany, but no yard conductor shall be assigned to a yard position which he bids in, until he qualifies himself as to the nature of the work of such switcher. Yard men displaced can only exercise their rights on their division, either Albany or Boston.

When yard conductors fail to bid on a vacancy, the position will be posted for yard brakeman, and the senior yard brakeman bidding will be assigned to the job provided he qualified.

88. Yard men will not be used on the road when road men are available except in extreme emergency.

89. All engines assigned regularly to switching service shall be equipped with head lights, foot boards and proper grab irons on both ends. Any engine temporarily assigned to switching service, shall be so equipped at the first opportunity if such engine is to be continued in that service more than three days, and then only in daylight hours.

90. Yard men will not be required to chain cars in yards or on repair tracks where car repairers are employed.

91. Yard men called and not used will be allowed one-half day's pay and stand first out.

92. Regularly assigned pilots between Boston Terminal and Exeter Street yard will receive \$2.67 per day of 10 hours, overtime pro rata.

APPLICATION OF HOURS OF SERVICE LAW.

93. Under the laws limiting the hours on duty, crews in road service shall not be tied unless it is apparent that the trip cannot be completed within the lawful time; and not then until after the expiration of 14 hours on duty under the Federal law, or within two hours of the time limit provided by State laws if State laws govern.

Example: If the company ties up a crew between terminals for any reason under 14 hours, continuous time would apply under the schedule for all the time tied up. If tied up between 14 and 16 hours, will be considered as having been tied up under the application of this 16-hour law and 8 hours or 10 hours as may be required will be deducted.

94. If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the pay schedule of the road.

Note: Where the crew is cut out by the railroad for rest, if on duty more than 14 but less than 16 hours, the 8-hour rest period governs and pay begins at the expiration of the 8-hour period. If on duty 16 hours and tied up for rest, the 10-hour period governs and pay will be resumed at the end of the 10-hour period.

95. When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided, the longest period of rest required by any member of the crew, either 8 or 10 hours, shall be the period of rest for the entire crew.

Example: A train crew is tied up at the end of 14 hours by an engineer and fireman who have been on duty 16 hours. They are required to take 10 hours rest. The pay of the train crew begins at the expiration of 8 hours and of the engine crew at the expiration of 10 hours.

96. A continuous trip shall cover movement straightaway or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest a new trip shall commence when the crew resumes duty.

97. Road crews tied up under the law, shall be paid the time or mileage of their schedule,

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from initial point to tie-up point. When such crews resume duty on a continuous trip, they shall be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point, or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

Example: The introduction of this law does not set aside the schedule as to their terminal rights, in other words, a crew goes 14 hours and makes 140 miles. They are 25 miles from the terminal they were making for at the time they were tied up. At the end of 8 hours, their rest period is up and they proceed and run 25 miles; if they make it in two hours they get 25 miles, if they make it in 3-hours they get 30 miles instead of a minimum day.

98. Road crews tied up for rest under the law, and then deadheaded into terminal, with or without caboose, shall be paid therefor as per Article 97, the same as if they had run the run to such terminal.

Example: They have tied up for rest and sleeping in caboose. Another train comes along, takes train, caboose and everything into the terminal. These men are taking rest probably but they get just what they would have received had they hauled train in, receiving miles or hours, whichever is the greater.

99. Train employees tied up in obedience to law shall not be required to watch or care for engines or perform other duties while so tied up.

100. Yard employees who are relieved for rest in compliance with law, shall be permitted to resume work when lawful rest is up and to work 10 hours or be paid for 10 hours.

Example: Yard men cannot be tied up for rest in 14 hours. Sixteen hours applicable to yard men only. In other words, if a man works 16 hours he must be relieved to get 10 hours rest. If a man goes to work at 7 A.M. and works 16 hours or up to 11 P.M. 10 hours off duty will make it 9 A.M., at which time he can be used on the regular trick and paid for 10 hours, or he can be used for 10 hours from 9 A.M. and paid for 10 hours.

101. These rates of pay, rules and regulations, shall remain in force for one year, and thereafter until the expiration of thirty days' notice in writing from either party of a desire to change.

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General Superintendent.

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Chairman, Conductors' Committee, O. R. C.

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Chairman, Trainmen's and Yardmen's Committee, B. of R. T.

ENGINEERS, LOCOMOTIVE.

Schedule of Instructions and Rates of Pay Affecting Locomotive Engineers, Boston and Albany Railroad. — Effective January 1, 1913.

1. **THROUGH PASSENGER SERVICE.** — Passenger trains running 95 miles in one direction will be considered through passenger service. Engineers of such trains will receive \$4.25 per day for 100 miles or less. Overtime will be computed on the basis of 20 miles per hour and will be paid for at the rate of 50 cents per hour, to be computed on the minute basis. Miles in excess of 100 pro rata. On Boston-Springfield, Albany-Springfield runs, miles or hours will be continuous, except lay-over time at opposite from home terminal not to be computed.

On all other passenger trains engineers will receive \$4.25 per day for 100 miles or less, for all over 100 miles 4.25 cents per mile, all over 10 consecutive hours 50 cents per hour, to be computed on the minute basis.

2. **ELECTRIC SERVICE.** — Wherever electric service is installed as a substitute for steam, or is now in operation on any of the railroads parties to this arbitration, or on any of the

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tracks operated or controlled by any of them as part of their system, the locomotive engineers shall have the preference for the positions of engineer or motorman on electric locomotives or multiple unit trains; but this right of the engineers shall not operate to displace any man operating electric power on any of the railroads parties to the agreement on May 1, 1912.

Since the use of electric locomotives or multiple unit trains upon steam railways is in so early a stage of development, and there is as yet no approximation to stable conditions, but a wide variation in existing practices, the Board found themselves unable, from the evidence before them, to make any uniform rules regulating rates of pay and conditions of service for engineers or motormen employed on such trains. The minimum day's wage or \$4.25 in passenger service, is, however, awarded, but the day's work covered by the same, both as regards hours of service and mileage covered are those which now exist in the electric service on the various roads, not those covered under the preceding heading, "Passenger Service."

This award is without prejudice to existing contracts for such service.

3. **FREIGHT SERVICE.** — On classes G-6, G-5, G-33, G-34 and F-2 engines, engineers shall receive \$4.85 per day for 100 miles or less; for all over 100 miles, or all over 10 consecutive hours, pro rata.

On all other engines in freight train service engineers will receive \$4.75 per day; for 100 miles or less, or all over 100 miles, or all over 10 consecutive hours, pro rata.

Through freight rates will apply on all work, wreck, pusher or helper, mine runs or roustabout, circus trains and to trains established for the exclusive purpose of handling milk, all according to the class of engine, overtime to be computed on the minute basis.

4. **MALLET TYPE.** — The rate of pay for running Mallet type of engines will be \$5.85 per day, for 100 miles or less; for all over 100 miles, or over 10 consecutive hours, pro rata.

5. **LOCAL FREIGHT SERVICE.** — Twenty-five cents per 100 miles or less is to be added for local freight service to through freight rates, according to class of engine. Miles over 100, pro rata.

Local freight is defined as follows: A road train that takes on or leaves cars, or loads and unloads freight at six or more stations in the day's run.

6. **FINAL TERMINAL DELAY.** — For freight service, final terminal delay shall be computed from the time the engine reaches designated main track switch connection with the yard track.

For passenger service, final terminal delay shall be computed from time train reaches terminal station.

Final terminal delay, after the lapse of one hour, will be paid for at the end of the trip, at the overtime rate, according to class of engine, on the minute basis.

If road overtime has commenced, terminal overtime shall not apply, and road overtime will be paid to point of final relief.

6A. Final terminal overtime for freight train service will commence at the following points: —

Westbound:

Tower 26 at Worcester.

Tower 42 at West Springfield.

Tower 72, Rensselaer trains.

Switch connection at east end of West Albany yard for West Albany trains.

Eastbound:

Tower 43 at West Springfield.

Tower 28 at Worcester.

Tower 10 at Beacon Park.

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7. **HELD AWAY FROM HOME TERMINALS.** — Engineers in unassigned freight service held 28 hours at other than designated home terminals without performing service are to be paid overtime rates as follows: 10 hours for the first 28 hours so held, and 10 hours additional overtime for each complete 24 hours so held thereafter, provided that this regulation does not apply to engineers delayed by reason of compliance with the law, or obstruction of the line through act of Providence.

8. **MAIN LINE FREIGHT TERMINALS** are as follows: West Albany, West Springfield, Beacon Park and Boston.

Road freight trains will not be required to go to East Cambridge with stock, except in case of extreme emergency. If required to go, they will be allowed a minimum rate of 2 hours at road rates. If time exceeds 2 hours, 3 hours will be paid; if time exceeds 3 hours, 4 hours will be paid, and so on. Time to be computed from time of arrival in yard.

9. **THROUGH FREIGHTS** will not be required to do any switching at terminals or any other points where switchers are employed, except the regular setting out or taking in of cars.

It is understood that trains will be made up at terminals on one track, when practicable, so that no switching will be required. At intermediate stations where switchers are employed, cars will be assembled, when practicable, so that work to be performed can be done from forward end of train.

10. **SWITCHING SERVICE.** — Engineers in switching service will receive \$4.11 per day, 10 hours or less to constitute a day's work; for all over 10 hours pro rata.

At West Springfield, Worcester, South Framingham, Beacon Park, Allston and East Boston engineers will be relieved, at engine house or yard office, one hour for meals between the fifth and sixth hours from time of commencing work, without pay for the hour provided they are relieved for that purpose. If required to work any part of the meal hour, engineers will be paid for the hour and allowed 30 minutes for meals between the fifth and sixth hours with pay. All other yard switching engines will be allowed 30 minutes for meals, between the fifth and sixth hours from time of commencing work with pay.

The jobs known as the New Worcester-Jamesville, North Wilbraham, Ludlow, Trap Rock, Westfield and Chester switchers will receive road rates.

Yard engines that are required to work at Brookline will receive road rates.

Yard engines that are required to work at Brighton Abattoir and East Cambridge in the same day will receive road rates for such day.

11. Time of engineers will begin 30 minutes prior to the ordered or schedule departure from the engine house, and end when engine is delivered at a point designated by the company at the end of the day's work or run. If engine is not ready at time engine is ordered for, then the time slip will be marked by engine house foreman to show time the day's work begins.

In computing mileage, engineers will be allowed all miles made by engine after leaving engine house, including terminal miles, doubling hills or going for water outside of water limits, or for coal, provided this service is not caused by failure or neglect of engineer.

12. Engineers of freight trains shall be required to make a report (on a regular form) of detentions between Rensselaer and West Albany.

Engineers of passenger trains shall be required to make a similar report of detentions at passenger terminals.

13. When time made by an engineer is not allowed as per time slip, the engineer making it will be notified of the change as soon as possible, with reasons for not allowing it.

14. An engineer called for service and not used, and sent home, shall be allowed a full day's pay.

15. Engineers required to report for service on Sunday or any holiday, and not used, will be allowed a day's pay for each 10 hours or fractional part thereof. This is not to be

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construed as allowing pay for any time preceding the hours designated for reporting for duty.

16. Engineers called to help or run freight trains from Springfield to Charlton or Rochdale, Springfield to Washington or Hinsdale, shall receive one day's pay for round trip; and overtime at 10 miles per hour, according to class of engine used.

Engineers called upon to go from West Springfield to North Adams Junction will not be required to make two consecutive trips, except in case of extreme emergency.

Engineers called to run or help freight trains, Beacon Park to Charlton, West Albany or Rensselaer to Hinsdale or Washington, will be paid as per Article No. 3.

17. Engineers used or held in house before or after making road miles will be paid on a basis of 10 miles per hour for each hour so held or used, in addition to road miles made. This does not apply to engineers waiting between trips on regular runs.

18. Engineers assigned to new territory will be allowed as many trips as the company may consider necessary and shall receive standard pay for such service.

19. Engineers on trains running between Springfield and Chatham shall be paid one day's pay in each direction. Overtime will be paid after 10 hours, according to class of engine used.

If there is any switching to be done in the handling of their own train, it is to be done without extra compensation.

20. Engineers when deadheading by proper orders shall receive half pay for such deadheading. When regular jobs have two different terminals and it is so arranged that engineers have to deadhead to or from their work they shall receive deadhead mileage one way in addition to day's pay.

Engineers relieved from duty on account of sickness or by company orders at their opposite terminals, will, when ready for work, resume duty at their home terminals, and the engineer called to cover his job shall be returned to his home terminal after completion of that trip, and shall receive his deadhead mileage, unless the company requires him for further service within eight hours.

21. Permanent vacancies or new runs or jobs shall be posted after 5 days on all bulletin boards, to close in 5 days, then the oldest engineer in service, providing he is competent, making application in writing shall be assigned within 5 days from the time the bids closed. The name of the successful applicant shall be posted.

22. When vacancies occur, all things being equal, the oldest engineer in service will have the choice of runs or jobs.

In case any permanent run or job is abolished, engineers of such run or job shall have the choice of any run or job held by a younger engineer.

Engineers who are displaced in this manner shall have the same privilege.

23. Engineers placed on regular runs or jobs made vacant on account of sickness or other causes, shall hold the same for 10 calendar days, when the oldest belt engineer in service making application in writing for same, if competent, shall be placed thereon, and hold the same until displaced by a senior belt engineer making application for the same, or the run or job is advertised as a temporary run or job, or the regular engineer returns. This does not apply to long run passenger trains where spare engineers are held for this service.

The number of engineers in belts is to be kept as near as possible to average 6 days per week.

24. 12.01 A.M., Monday, shall be the commencement of the first day of the working week. The first train or job out on or after 12.01 A.M., Monday, from the home terminal shall be the initial run or job.

25. A run or job will be declared vacant under the following conditions:

(a) When either terminal is changed.

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- (b) When engineer is taken off initial run.
- (c) When length of day is increased 2 hours or more by schedule of time-table.
- (d) When leaving time of initial train or job is changed 2 hours or more.
- (e) When a run or job is cancelled 2 or more days a week for two consecutive weeks, or 4 days in one week, holidays not to be considered.

(f) A change of route or train number will not change initial run.

26. (a) A run or job made vacant from any cause, sickness and injury excepted, for a period of 60 or more days, shall be advertised as a temporary run or job within 5 days after being made vacant.

(b) When a temporary run or job is bid in by an engineer holding permanent run or job, their run or job shall be advertised as a temporary run or job within 5 days.

(c) A run or job made vacant by sickness or injury shall be covered as per Article No. 23 until the expiration of 60 days. It will then be advertised as a temporary run or job, as per Article No. 26-a.

(d) Season, gravel and work trains will be advertised as temporary runs or jobs within 5 days. If such runs or jobs continue one year they will be advertised as permanent runs or jobs.

(e) Engineers holding a permanent run or job may, when displaced on a temporary run or job, displace any younger man holding a temporary run or job, or return to his original run, or job, if such run or job exists. If such run or job has been abolished or the original holder has been displaced through no fault of his own, he will have 10 days to exercise his seniority rights as per Article No. 28.

(f) Engineers holding no permanent run or job, when displaced on a temporary run or job, may displace any younger man on a temporary run or job or revert to his original board or list. If there are no younger men on said board, he will be entitled to belt work at any point where there are younger men in service as engineers.

(g) Advertising runs or jobs temporarily does not in any way affect the rights of original holder.

27. Seniority of engineers will date from the day they are regularly assigned as engineers in accordance with the seniority rules of promotion, as follows:

(a) A roster shall be placed conspicuously in all engine houses so that it may be referred to at any time. The roster will be corrected at least every six months, if changes occur during that period.

(b) The following rule will establish the seniority of engineers: Men who are hired or promoted to engineers shall date from the day they are regularly assigned to service as engineers, it being understood that if, through no fault of his own, a younger man is assigned ahead of him, he will antedate the younger man so assigned.

(c) Regularly assigned to service means being assigned to engineers' spare board, or being assigned to a run or job for 30 calendar days, and at the expiration of this time will be given their roster standing from the date first assigned to service, as per above conditions. Should more than one man be assigned to service as an engineer on the same day they shall take their roster standing as engineers in accordance with their previous length of service on the locomotives of this company.

(d) It is understood if a senior man is not available on account of sickness or other proper leave of absence, and a junior man is used out of his turn, whatever standing the junior man so established shall go to the credit of the senior man on his return to work as an engineer, and the junior man shall drop back to the position he would have held had the senior man been available and the junior man not used.

28. When a run or job has been abolished, or engineer has been displaced by a senior man, he will have 10 days in which to exercise his seniority rights, after he has been notified in person by the proper authority when he reports for duty. Failing to do so he will revert to the belt.

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29. Engineers after completing trip taking over 12 hours and less than 16 hours, will be allowed 9 hours' rest; if over 16 hours on trip 12 hours' rest will be allowed, but in all instances the Federal Laws as to rest must be complied with.

30. Flagmen will be provided for all engines running light. This will not apply between engine houses and terminals or to the day spare job at North Adams Junction.

31. Engineers attending court or inquests, or absent on company's business, shall be allowed their regular wages, unless full compensation is received from other sources; and if compelled to be away from home, their expenses shall be allowed in addition thereto. If called on lay-off day, the standard day's pay will be allowed.

32. Semi-annual passes will be issued to engineers.

33. Hostlers and inspectors shall be provided at Beacon Park, Riverside, Worcester, West Springfield, North Adams Junction and Rensselaer for all engines, and at other places where eight or more engines put up. At all other points present practice is to continue.

Switchers in continuous service shall be hostled once a day.

34. Hostling engines shall consist of sparking, cleaning fires, coaling, sanding, taking water and cleaning ash pans.

35. Engineers incapacitated from road service shall have the refusal of positions as hostlers and inspectors, if competent.

36. Grease cups will be filled, head-lights, classification and marker lamps will be cleaned and filled, and when it is necessary to change engines at opposite terminals, lubricators will be filled, all to be done by engine house force.

At Rensselaer, West Springfield and Beacon Park, tools and supplies will be placed on and taken off all engines by engine house force. This work will also be done at Worcester if it can be done without increasing the engine house force. Engineers will not be relieved from responsibility of knowing that engines are properly equipped for service.

37. Coolers and ice shall be furnished on all engines between April 1st and November 1st.

38. All engines will be equipped with storm windows, side and drop curtains from November 1st to April 1st, also spring seats and arm rests.

39. Engineers shall not be disciplined without proper investigation being made, but may be suspended pending such investigation, which shall be held within 10 days and decision rendered promptly.

They may, if they so desire, be allowed to have a member of the engineers' committee present to represent them on boards of investigation, who may be present and hear all the evidence in the case.

The engineer will be allowed to read the written copy of the statement, and will sign it if correct. If accompanied by a member of a committee he also may read the statement.

If an engineer should be suspended and afterwards found innocent he will receive pay for lost time.

40. RULES GOVERNING OPERATION OF HOURS OF SERVICE LAW. — (a) Under the laws limiting the hours of duty, crews in road service shall not be tied up unless it is apparent that the trip cannot be completed within the lawful time; and not then, until after the expiration of 14 hours on duty under the Federal laws, or within 2 hours of the time limit provided by State laws if State laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the pay schedule of the road.

(c) When road crews are tied up under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty

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applicable to the crew, provided the longest period of rest required by any one member of the crew, either 8 or 10 hours, shall be the period of rest for the entire crew.

(d) A continuous trip shall cover movement straight-away or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip shall commence when the crew resumes duty.

(e) Award — Amendment of Section E of the Application of the Sixteen Hour Law.

Engineers in train service tied up under the law will be paid continuous time from initial point to tie-up point. When they resume duty on continuous trip they will be paid from tie-up point to terminal on the following basis: For fifty (50) miles or less, or five (5) hours or less, fifty miles pay; for more than fifty (50) miles or over five (5) hours, one hundred miles pay. It is understood that this does not permit running engines through terminals or around other crews at terminals unless such practice is permitted under the pay schedule.

(f) Road crews tied up for rest under the law, and then deadheaded into terminal, with or without engine and caboose, shall be paid therefor as per paragraph "e", the same as if they had run the train to such terminal.

(g) Train employees tied up in obedience to law shall not be required to watch or care for engines or perform other duties while so tied up.

(h) Yard employees who are relieved for rest in compliance with law shall be permitted to resume work when the lawful rest period is up and to work 10 hours or be paid for 10 hours.

41. The award of the Commission provides that the awards in passenger rates, electric service, freight rates and Hours of Service Law, shall be effective as of May 1, 1912. The award regarding Held Away From Home Terminal and Final Terminal Delay are effective as of November 1, 1912. All other rules and conditions are effective as of January 1, 1913.

42. These rates of pay, rules and regulations shall remain in force until the expiration of 30 days' notice in writing from the engineers' committee of the management of a desire to change.

For the Company:

For the Engineers:

.....
General Superintendent.

.....
Chairman.

.....
Secretary.

FIREMEN, LOCOMOTIVE.

*Schedule of Instructions and Rates of Pay affecting Locomotive Firemen, New York, New Haven, and Hartford Railroad.*¹ *Awarded Rates and Rules in effect May 3, 1913.*² *Other Rates and Rules in effect February 1, 1914.*

ARTICLE 1.

Ten (10) hours or less, or one hundred (100) miles or less, shall constitute a day's work in all classes of service, except as otherwise specified. The time for which firemen will be paid shall begin at the time he is required to report for duty, and end when the engine is delivered at the point designated.

¹ Not including mileage and overtime tables, to be used in determining earnings under award dated May 3, 1913, and Schedules of Weights on drivers of locomotives.

² Award is printed in italics.

Firemen, Locomotive.**ARTICLE 2. — PASSENGER SERVICE.**

*The following rates of wages per day shall be the minimum rates paid in passenger service:
Weight of locomotives in pounds on drivers: —*

Less than 80,000 pounds,	\$2.45
80,000 to 100,000 pounds,	2.50
100,000 to 140,000 pounds,	2.60
140,000 to 170,000 pounds,	2.70
170,000 to 200,000 pounds,	2.85
200,000 to 250,000 pounds,	3.00
250,000 to 300,000 pounds,	3.20
300,000 to 350,000 pounds,	3.40
All engines over 350,000 lbs. on drivers,	3.60
Mallet engines regardless of weight on drivers,	4.00

(b) Overtime in passenger service (except suburban service) will be paid at the rate of thirty (30) cents per hour on the basis of twenty (20) miles an hour, computed on the minute basis. Five (5) hours or less, one hundred (100) miles or less, to constitute a day's work.

(c) On short turn-around runs, no single one of which exceeds eighty (80) miles, including suburban service, overtime shall be paid for all time actually on duty, or held for duty, in excess of eight (8) hours (computed on each run from the time required to report for duty to end of that run) within twelve (12) consecutive hours; and also for all time in excess of twelve (12) consecutive hours, computed continuously from the time first required to report to the final release at the end of the last run. Time shall be counted as continuous service in all cases where the interval of release from duty at any point does not exceed one (1) hour.

ARTICLE 3. — FREIGHT SERVICE.

*The following rates of wages per day shall be the minimum rates paid in freight service:
Weight of locomotives in pounds on drivers: —*

Less than 80,000 pounds,	\$2.75
80,000 to 100,000 pounds,	2.85
100,000 to 140,000 pounds,	3.00
140,000 to 170,000 pounds,	3.10
170,000 to 200,000 pounds,	3.20
200,000 to 250,000 pounds,	3.30
250,000 to 300,000 pounds,	3.55
All engines over 300,000 lbs. on drivers,	4.00
Mallet engines regardless of weight on drivers,	4.00

Where two firemen are employed on a locomotive as a result of the application of Article 36 hereinafter, the rates of pay to each fireman shall be as follows:

Weight on drivers, 100,000 to 250,000 lbs.,	\$2.75
Weight on drivers over 250,000 lbs.,	3.00

(1) Firemen on locomotives in pusher and helper service, mine runs, work, wreck, belt line and transfer service, and all other unclassified service will be paid through freight rates according to the class of engine.

(2) Firemen in local freight service will be paid fifteen (15) cents in addition to through freight rates according to class of engine.

(3) Overtime in all classes of service, except passenger, will be paid for pro rata on the minute basis. Except as otherwise specified ten (10) hours, or one hundred (100) miles will be the basis for computing overtime. Miles and hours will not be counted together; when miles exceed hours, miles will be allowed, and when hours exceed miles, hours will be allowed.

Firemen, Locomotive.

(4) Unclassified service covers mixed trains and mixed service which includes hauling a car or cars on any part of the trip to be used, or used exclusively, for lading billed as freight. It also includes cases where one (1) steam locomotive has in tow one (1) or more steam locomotives without cars.

(5) *During a day's work where two or more engines of different weights on drivers are used or where two or more classes of service are performed the highest rate will apply for the entire day.*

(6) Mixed trains and mixed service does not include switching.

(7) Firemen on trains that switch out or pick up cars at six (6) or more stations on a day's run will be paid local freight rates.

Only one (1) stop will be allowed for any station, and a station is a place designated in the time table by name at which a train may stop for traffic.

If cars are left or taken from two (2) or more sidings at a station, it is to count as one (1) stop.

A stop at an outlying siding will be counted as one (1) stop. By an outlying siding is meant a siding between two stations which is not operated as a part of the yard at either station.

Initial and final terminal stations for the day's run are not to be counted.

It is agreed that a stop at Slaughter House shall be counted as a station stop, if stop is not made at Northup Avenue. If both stops are made, it will count as one (1) station, Northup Avenue by this rule being a regular station. It is further agreed that Charles Street Yard shall be considered a station in the meaning of the rule, and that Brayton Avenue is included in Providence Station.

Trains that load or unload freight into or from cars and stations at four (4) or more stations will be classed as local freight trains.

Firemen performing mixed service on branch lines or firing road switchers, will be paid local freight rates.

Note: A combination of switching out or picking up cars and loading or unloading freight into or from cars and stations aggregating six (6) stations will be allowed.

Example: If a crew switches out or picks up cars at four (4) stations and loads or unloads freight at two (2) stations, local freight rates will be paid.

ARTICLE 4. — YARD SERVICE.

<i>Switch engine firemen on locomotives weighing less than 140,000 lbs. on drivers, per day of ten (10) hours or less,</i>	<i>\$2.50</i>
<i>Switch engine firemen on engines weighing 140,000 lbs. or over on drivers, per day of ten (10) hours or less (excluding Mallets \$4.00),</i>	<i>2.60</i>

(1) Where meal hour or pay for same is allowed, overtime will begin at the expiration of eleven (11) hours after reporting for duty.

(2) In ten (10) hour yards firemen shall be allowed one (1) hour for meals between the fifth and seventh hours from time of starting work. If required to work any part of the meal hour, they shall be paid one (1) hour extra and thirty (30) minutes will be allowed for lunch as soon as possible.

NOTE: Interpretation of the Board of Arbitration reads as follows: "In switching and hauling service time regularly occupied for the meal hour under the schedules and customs of the different roads may be deducted."

(3) Firemen on all switchers in eight (8) hour yards shall be paid two dollars (\$2.00) per day. Eight (8) hours or less shall constitute a day's work. For all over eight (8) hours they shall be paid pro rata rates per hour.

(3a) Firemen required to get their engines ready at the beginning of day's work, time

Firemen, Locomotive.

shall begin not less than thirty (30) minutes before time ordered to report in yard. This applies to eight (8) hour yards only.

(3b) In computing overtime in eight (8) hour yards less than thirty (30) minutes shall not be counted. Thirty (30) minutes over the regular day's work, one (1) hour will be allowed.

(4) When firemen on switchers are required to work overtime and same exceeds one-half (½) of their regular day, they shall be paid one (1) day for it.

(5) When firemen have to double on eight (8) hour switchers, the Company will endeavor to deliver whatever food the fireman may arrange for.

(6) Firemen when sent out on the road shall be paid their regular day in the yard, plus their mileage on the road at road rates. Overtime shall be paid after expiration of hours governing service they are taken from.

(7) Firemen on switchers after having completed their day's work and then sent out on the road shall receive miles and hours for such extra service, unless they are out to exceed five (5) hours or fifty (50) miles, in which case they shall receive at least a full day at road rates.

(8) When engines are sent light to a distant point for the purpose of switching in yards where other switch engines are employed, firemen shall receive switching rates, plus their mileage to and from yard at passenger rates, the same as for deadheading, time to be continuous from initial point until returned to initial point. Overtime to be computed in accordance with the class of yard employed in.

ARTICLE 5. — HOSTLERS.

(1) Hostlers shall be furnished to take charge of and hostle engines at points where eight (8) or more engines put up. Hostling engines shall consist of having fires cleaned, ashes and sparks drawn, coal, sand and water taken, at all points where hostlers are employed, whether engines put up there or not.

(2) *The following rates of wages per day shall be the minimum rates paid in hostling service:*

<i>Hostlers, per day of ten (10) hours or less,</i>	<i>. \$2.40</i>
<i>If hostlers are employed in handling engines between passenger stations, and round houses or yards, or on main tracks, they will be paid, per day of ten (10) hours or less,</i>	<i>. 3.25</i>
<i>If men are employed to assist hostlers in handling engines between passenger stations and round houses or yards, or on main tracks, they will be paid per day of ten (10) hours or less,</i>	<i>. 2.50</i>

(3) Where there are less than eight (8) engines put up and no hostlers are employed, the fireman's time shall continue on his regular day until the engine is placed for final disposition for the day.

(4) Where meal hour or pay for same is allowed, overtime will begin at the expiration of eleven (11) hours after reporting for duty.

NOTE: Interpretation of the Board of Arbitration reads as follows: "In switching and hostling service time regularly occupied for the meal hour under the schedules and customs of the different roads may be deducted."

ARTICLE 6. — HELPERS ON ELECTRIC LOCOMOTIVES.

The term "helper" will be understood to mean the second man employed on electric locomotives, and he shall receive in passenger service, per day of ten (10) hours or less, one hundred (100) miles or less,

. \$2.50

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In through freight per day of ten (10) hours or less, one hundred (100) miles or less, . \$2.80
In switching service, per day of ten (10) hours or less, 2.50

All working conditions applicable to steam locomotive firemen in steam service will apply to helpers in electric service.

(1) Firemen on steam and electric locomotives will hold seniority rights on one list on the respective divisions, and will be allowed to take positions in either service in accordance with this agreement.

ARTICLE 7.

For the purpose of Officially classifying the locomotive, bulletins will be kept at all terminals showing accurately the weight on drivers of all engines in service.

ARTICLE 8. — EXTRA SERVICE.**(1) PASSENGER SWITCHING ON ROAD AND AT TERMINALS.**

(a) Firemen on passenger trains, if called upon to do any switching at points where switch engines are employed, shall receive switching rates; time to commence when engine is prepared to switch and end when through switching, sixty (60) minutes or less to count as one (1) hour.

(b) Firemen on passenger trains that are required to do any switching at points where switch engines are not employed shall be allowed switching rates for such work, less than thirty (30) minutes not to be counted.

(c) Firemen on passenger trains who are required to take their own trains from or to yard or station, then cut off and go for other cars, such as baggage and express cars, shall be paid switching rates; thirty (30) minutes or less not to be counted. Time shall be computed from time engine is cut off of train until returned to its train again.

(d) Firemen on passenger trains who are called upon to take other than their own train to or from station or yard shall be paid switching rate; time to be computed from time engine is ordered to be on train until cut off and on its own train, less than thirty (30) minutes not to be counted.

(2) FREIGHT SWITCHING ON ROAD AND AT TERMINALS.

(a) Firemen in road service on freight trains are to do the necessary switching at points where there are no switching crews at any hour of the day or night, without extra compensation; but where there is a switching crew employed at any hour of the day or night the road crews are to set out the cars they have for that station and the switching crews are to do the placing of cars on private sidings, freight house sidings and individual tracks, and all other necessary switching, but if the road crews are called upon to do this work they shall be paid for same at regular switching rates. The same to apply to cars picked up by freight trains. The switching crews are to get such cars for all freight trains together to be picked up by the road engine, but if it is necessary to call on the road crews to do this switching which should properly be done by the switching crews they shall be paid for same at regular switching rates. The setting out or picking up of cars as outlined above is not to be considered switching.

(b) The following shall constitute switching: Picking up a car or cars not ahead on siding, taking cars from more than two (2) sidings, setting off cars on more than two (2) sidings.

(c) This article means that the time consumed in switching at such stations shall be compiled and the time allowed accordingly. Firemen shall receive pay for every hour or fraction thereof. Time commences when engine is prepared to switch and ends when through switching.

Firemen, Locomotive.**(3) REGULAR FIREMEN CALLED UPON.**

(a) Regular firemen who are called upon to do extra service after completing their regular day's work or run of one hundred (100) miles or less shall be paid for further service for the actual miles made in such service and the hours as extra after expiration of hours in class of service they are taken from, the hours to count from the beginning of the regular day's work. If on duty at the round house or under orders they shall receive twenty-five (25) cents per hour.

(b) If called upon after completing their regular day's run, and having left the Company's premises, it will be considered another day.

(c) Regular firemen will not be called upon to do extra service at any time, if spare firemen are available. In cases not covered by the schedule, where they are called upon to remain on duty they shall be paid pro rata rates per hour for time so delayed or employed.

(d) Regular firemen required to do extra work in the middle of the day shall be paid for such work as extra service. They shall receive miles, if they go out on the road, and hours if they remain under orders. It is understood that hours will be paid instead of miles made entirely within yard limits. To be paid at rate of engine fired.

(e) Firemen on regular runs when called two (2) hours or more before the beginning of their regular day's work and then go out on their regular runs, shall be paid one (1) day in addition to their regular day's pay. If called less than two (2) hours and then go out on their regular runs, they shall be paid miles or hours, whichever is the greater, as extra service, sixty (60) minutes or less to count as one hour. If called to go out before the time of their regular run to cover some other run, they shall be paid for all time consumed over their regular day as extra service, sixty (60) minutes or less to count as one (1) hour, and for all miles made in addition to their regular mileage.

(f) If firemen are taken from their regular runs to cover any service which pays less than their regular runs, the difference or loss to the man will be made good by the Company.

(g) Whenever the Company rearranges the train service on any division between time tables, and extra mileage is added to runs of less than one hundred (100) miles, such mileage shall be paid for as extra service for thirty (30) calendar days, unless three (3) or more runs are thus affected. It will also be understood that runs so affected by a temporary rearrangement of seven (7) days or less shall be paid for as extra service.

(h) Any fireman required to do any work from which he is exempted by the schedule will receive twenty-five (25) cents per hour for all time made as extra service, sixty (60) minutes or less to count as one (1) hour.

(4) DOUBLING HILLS.

Firemen having regular runs shall be paid extra for mileage made in doubling hills, it being understood that regular extras shall be considered as regular runs. Firemen on extras will have mileage so made added to their mileage.

ARTICLE 9. — COMPUTING TIME AND MILEAGE.

(1) In computing mileage, the actual miles made in road service, and fractions thereof, shall be used, and when the fractions of the total miles for the day equal fifty-hundredths (50-100) of a mile, or more, a full mile shall be allowed.

Firemen, Locomotive.*Example:*

Mileage from A to B,	. . . . .	25.10 miles.
Mileage from B to A,	. . . . .	25.10 miles.
Mileage from A to D,	. . . . .	30.15 miles.
Mileage from D to A,	. . . . .	30.15 miles.
Total,	. . . . .	110.50 miles.
Run calls for 111 miles.		

(2) Firemen firing light engines to and from their trains will be allowed mileage so made, provided it is fifty-hundredths (50-100) of a mile or more.

Example:

Mileage from station to engine house, 60-100 of a mile.

Mileage from engine house to station, 60-100 of a mile.

One (1) mile in each direction will be allowed.

Fractions are not to be added to road mileage.

(3) Firemen required to take their own trains to or from stations and yards shall be allowed mileage, provided it is fifty-hundredths (50-100) of a mile or more.

Example:

Mileage from yard to station, 1 and 40-100 miles.

Mileage from station to yard, 1 and 40-100 miles.

One (1) mile in each direction will be allowed.

Fractions are not to be added to road mileage.

(4) Firemen on double runs, running alternate days, making a round trip one day and entitled to lay-off the next, will be paid not less than two (2) full days for the run.

Example: On Monday, Wednesday and Friday, a fireman runs from F to G, making ninety-eight (98) miles, and from G to F, making ninety-eight (98) miles: The fireman receives one (1) day each way, or two (2) full days for the run.

(5) If firemen, for any reason other than their own, are deprived of making their full trip, they shall be paid the regular mileage of the trip. These firemen can be used on other runs without extra compensation, unless they exceed the regular mileage. Firemen shall not receive less than a day's pay, if they are called to go out or are under orders.

Example: A fireman has a run from New Haven to New London and return, making one hundred two (102) miles. The fireman leaves New Haven and on arrival at Saybrook Junction is deprived, on account of a wreck, of finishing the run to New London; he is sent to New Haven, and returns to Saybrook, then returns to New Haven on his regular run, making for the day sixty-six (66) miles on his own run and sixty-six (66) miles on another run. He would receive for this day's work his regular mileage of one hundred two (102) miles, plus thirty (30) miles over his regular day's work.

(6) On all runs that are considered one (1) day each way and firemen are held at turning point under orders, they shall be paid for such time held in addition to their regular day's work.

ARTICLE 10. — DEADHEADING.

(1) Firemen deadheading over the road under orders shall be paid the minimum passenger rate (\$.0245) per mile, except when deadhead mileage is less than one hundred (100) miles and is in conjunction with freight or mixed service work.

(2) Mileage will not be allowed firemen when deadheading to take runs they have bid in.

(3) If firemen lose their runs or jobs through no fault of their own, deadhead mileage

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will be allowed to the initial point of runs or jobs which they select, or to the point where spare men are assigned at the minimum passenger rate (\$.0245 per mile).

(3a) When a fireman bids in a run or job and loses same through no fault of his own, and returns to the extra list, he may select any spare board on his division, but should he select any board other than the one from which he bid, he shall deadhead at his own expense.

(4) Extra firemen when relieved by men who have bid in or selected runs, shall be paid deadhead mileage to the point where they are obliged to report.

Note: As they are practically deadheading under orders they should be paid continuous time or a separate day at the rate of the service covered.

(5) Firemen deadheading under orders from one point to another shall receive a full day's pay at the minimum passenger rate (\$2.45), if they do no further work that day.

(6) Firemen who are required to deadhead to a distant point to cover a train for one day shall be paid continuous time from their initial points until they return to their initial points, and be paid deadhead mileage as extra service, except firemen who are required to deadhead on the preceding day and arrive at the distant point before 12.00 o'clock midnight and return on the following day, when they shall be paid not less than one (1) full day each way. When full day is allowed they will be paid the minimum passenger rate (\$2.45) and when continuous time the rate to be in conjunction with service covered.

(7) The time of a fireman beginning his day's work by deadheading, shall be continuous from the scheduled leaving time of the train on which he deadheads until he is relieved at the end of the day, rate to be in conjunction with service covered.

(8) The time of a fireman ending his day's work by deadheading shall be continuous from the beginning of his day's work until the train on which he deadheads arrives at his home terminal, rate to be in conjunction with service covered.

(9) When firemen are ordered to deadhead on electric cars, they shall receive mileage equivalent to the amount paid in fare, in addition to this article.

ARTICLE 11. — LEARNING THE ROAD.

(1) The oldest fireman on the extra list shall be the first to learn the road and qualify for service on electric locomotives over such portion as firemen are required to be acquainted with before they are allowed to work over it.

(2) Firemen shall have an opportunity to qualify for electric service and learn portions of the road that their division runs over, prior to promotion, as may be directed by the Superintendent or Master Mechanic.

(3) In all cases of firemen learning the road, they shall be paid the minimum passenger rate (\$.0245 per mile) for every mile they make, but in no instance shall they receive pay for less than one hundred (100) miles.

ARTICLE 12. — FIREMEN FAILING TO WORK A FULL DAY.

(1) When for any reason other than by orders of the Company a fireman fails to complete his day's work as arranged by the Company, he will be paid not less than the hours he works or miles he makes, and should the amount made by both men be less than the regular pay for the job, the difference shall go to the man relieved, or if the regular man can be relieved without extra expense to the Company, he shall be paid a full day, but in all cases the man who relieves him shall be paid as per schedule.

(2) If it is necessary for a fireman to be off duty for any reason, or he reports sick before commencing his day's work, and he is not relieved at the starting point or time of his day's

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work, but is required to work for a certain time or run to a certain point before he is relieved, or if he is relieved on account of injury while on duty, he will be paid not less than a full day.

ARTICLE 13.—TERMINAL DELAYS.

(1) *No initial terminal delay is allowed beyond that involved in the rule that pay shall begin in all cases at the time fireman is required to report for duty, but final terminal delay after the lapse of one hour will be paid for at the end of the trip, at the overtime rate, according to the class of engine, on the minute basis. For freight service final terminal delay shall be computed from the time the engine reaches the designated main track switch connecting with the yard track. For passenger service final terminal delay shall be computed from the time the train reaches the terminal station. If road overtime has commenced terminal overtime shall not apply, and road overtime shall be computed to the point of final release.*

(2) When from any cause firemen are delayed in delivering their engines on track designated for that purpose, after arrival at final terminal, they shall be paid for such delay as extra service, forty-five (45) minutes to count the first hour, one (1) hour thirty (30) minutes to count as two (2) hours; this not to apply to trains already earning overtime.

The following definitions as to terminal delays shall govern in allowing time claimed for such delays:

Passenger Service: Terminal delay will commence when train arrives at its terminal station as shown on the timcard.

Freight Service: Terminal delay will commence after train has made first stop in yard, which may be a part of a large terminal, which is the destination of train by schedule, symbol book or general orders. "In yard" means after engine has passed first switch leaving from main track to yard in direction that train is moving.

Note: If terminal delay is made under Rule 2 that would not be paid for under Rule 1, consult wage tables and if earnings under Award are not greater for the day than the combination of old rate with old condition, any loss will be made good.

ARTICLE 14.—ATTENDING COURTS.

(1) Firemen attending courts, inquests, or other business by order of the Company, shall be paid the same amount they would have received had they remained at work. They shall also be paid necessary expenses while held for such service.

(2) Firemen called for investigation, except when subject to discipline, or examination during their layover in the middle of the day, or prior to or after completion of day's work, shall be paid for time held in such service at their regular rates, sixty (60) minutes or less to count as one (1) hour. Firemen failing to pass air brake, mechanical or train rule examination, this rule will not apply.

(3) Firemen who are required to lose their day's runs in order to attend an examination or investigation will be paid their regular rates, except when subject to discipline, or the amount they would have received had they remained at work. Firemen failing to pass air brake, mechanical or train rules examinations, this rule will not apply.

ARTICLE 15.—FIREMEN RELIEVED.

(1) Firemen firing regular one way trains, and cut out for any reason other than their own, thereby losing their return trip, will be allowed to return and take their run at either terminal. If they return to their home terminal the Company will pay deadhead mileage. The difference in pay shall be made good by the Company, less deadheading and overtime.

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(2) Runs that are considered one day each way are runs that make a continuous trip with but one turning point.

(3) If a fireman requests relief on account of rest or illness at stations between the terminals of his run and is relieved, he may report for duty at the terminal or turning point of his run, and will notify the engine dispatcher when and where he will report for duty, and will be held responsible for any failure to report at the place and time named.

(4) Firemen on regular runs that start from the same terminal every day who are relieved for any reason other than their own, thereby losing the following day's work, the Company will make good the difference between overtime earned and time lost on days in question.

ARTICLE 16. — TIME NOT ALLOWED.

(1) When there is a dispute over time claimed on time slip the parties interested shall be notified in writing and given reasons why said time is disputed and not allowed. This shall come from the Master Mechanic or Superintendent. If such disputed claims are appealed and ordered paid, the fireman interested will be notified by the Superintendent's office of the amount allowed him and the date and pay roll on which he will receive same.

(2) Firemen who receive their pay on the road will receive all their pay from one pay car.

ARTICLE 17. — EXTENSION OF RIGHTS.

(1) All branch lines and divisions, the motive power of which is under the supervision of the same Master Mechanic, will be treated as one division as regards the seniority rights of firemen, except on the Boston and New York Divisions. This means that the New York Division and the Shore Line Division will be carried on one roster, which will be called the Shore Line roster.

(2) The Providence, Midland and Old Colony Divisions will have trackage rights over the Boston Division on all runs entering and departing from Boston running over their territory.

(3) All runs and jobs confined wholly within the Boston Division limits will be equally allotted to each Division entering Boston.

(4) The Boston Division will be considered neutral territory and will not carry a roster.

ARTICLE 18. — SENIORITY RIGHTS.

(1) Rights of engineers and firemen, if competent, as determined by these rules, shall be governed by seniority in service, the man longest in the service who is eligible for the run under these rules will be given the preference.

(2) Firemen losing their runs or jobs by reason of their having been discontinued or having been taken by firemen their senior, or for any reason not brought about by any fault or action of their own, shall be entitled, if competent, as determined by these rules, to take any run or job on the same division, at initial or other terminal, held by a fireman their junior in seniority, but shall not be permitted to take such run or job at other than the commencement of day.

(3) A fireman losing his run or job as per seniority rule will be required to make a choice in writing of run or job within fifteen (15) days from time he was notified of his displacement, and will go on the spare list until he makes a selection, unless he has permission to lay off. A fireman failing to make a selection within fifteen (15) days will remain on the spare list until he bids in a run or job.

(3a) When a fireman bids in a run or job and loses same through no fault of his own, and returns to the extra list, he may select any spare board on his division.

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(4) In instances where firemen are absent from service for causes as are provided for by Rule 1, Article 26, the provisions of the preceding rule do not apply until such time as the fireman reports back for work.

(5) Firemen will be placed on seniority list in the same order in which they are assigned to the service, and will be given precedence, if competent, as determined by these rules, accordingly in all matters pertaining to seniority.

(6) When a fireman selects a switcher as his regular job, he can displace any man his junior, provided he does not select a switcher held by a man disqualified from road service.

(7) No fireman shall be considered permanently disqualified for road service, unless he has been injured while in the performance of his duties, or failed in examinations, and placed in switching service.

(8) A fireman failing in final examination can displace any fireman who is in line for road service, if his position is declared a switcher.

(9) A roster of each division shall be placed conspicuously in all engine houses so that it may be referred to at any time. The roster will be corrected at least every six (6) months as of January 1st and July 1st if changes occur in that period.

ARTICLE 19. — DEFINITIONS OF RUNS AND JOBS.

(1) Definition of a run: A train or group of trains, the number, symbol or description of such trains advertised separately or in groups, and having time of departure defined for each working day, shall constitute a run.

(2) Definition of a job: Switching service, emergency work, service on pushing and helping engines, with time defined for commencement of each working day, shall constitute a job.

ARTICLE 20. — ADVERTISING RUNS AND JOBS.

(1) Vacancies on all runs or jobs shall be advertised on all bulletin boards on the division on which they occur for five (5) days. The oldest man in service will be given preference, if competent, as determined by these rules, and will be given a fair chance to prove his ability.

(2) All runs and jobs vacant will be advertised on bulletin boards on Saturday of each week, and all bids for such vacancies must be made in writing to the Master Mechanic, and be in his office on or before 3.00 P.M. of the following Thursday, at which time they will be awarded and the successful applicant placed on the run of his choice within three (3) days thereafter.

Firemen at outlying points bidding for runs may file with the foreman the original and duplicate of their bid. The foreman in turn will endorse same, giving time and date filed and forward the original of the bid to headquarters, retaining the duplicate on file in his office.

Note: This does not affect special official trains.

(3) When a fireman bids in a position, he will not be allowed to bid for his former position until it has once been filled and again becomes vacant, except in event of his being displaced.

(4) In the event of a run or job being advertised and not bid in it will be readvertised and be considered a vacant run or job until bid in.

(5) No train shall be considered a regular extra or section of a regular train until it has run for a period of thirty (30) days. All regular extras, time table trains, trains designated in the symbol book, all sections of regular trains, all switchers, all emergency jobs, all pushers and helpers, shall be classified as annual runs.

(6) Changing the initial starting point of a run, increasing the length of day two (2) hours or more, decrease in earnings per day equivalent to two (2) hours or more, initial

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starting time changed one (1) hour or more, changing destination of initial starting train, constitutes a new run, and all must be advertised in accordance with this agreement. This also to apply to switchers.

(7) When a run has been changed so that it constitutes a new run and it is required to be posted, the fireman who was occupying the run when it was changed may remain on same until it is bid off after which he will be allowed to select his future run in accordance with this agreement.

ARTICLE 21. — EQUALIZING RUNS.

(1) When trains are run over two (2) or more divisions, and there are opposing trains, the trains shall be equally allotted to the divisions over which the trains are run.

(2) If there are no opposing trains, the division over which the greatest mileage is made will be awarded the train.

(3) If a season train is put on and there is no opposing train it shall be alternated annually between the divisions over which it runs.

(4) This refers to division lines as at present arranged in accordance with this agreement, but changes will be made only when runs are rearranged or vacancies occur.

ARTICLE 22. — ANNULLING TRAINS.

(1) When any run or job is temporarily annulled for a period of fifteen (15) days, the fireman holding said run or job will be allowed to return to the run or job when it is re-instituted within the above period, provided he does not bid in or select another run or job during the temporary annulment.

ARTICLE 23. — TRANSFERRING FIREMEN.

(1) When it becomes necessary for the best interests of the Company to transfer Firemen from one division to another, they shall retain all their rights under seniority rule. Men thus transferred shall not assume their rights under seniority rule until a vacancy occurs.

(2) Firemen transferred from one division to another upon their own request shall be considered as new men.

(3) Firemen transferred from one division to another against their wishes can be returned to their home division and assume their seniority rights when vacancies occur, if written application is made to the Master Mechanic within six (6) months.

(4) Firemen transferred from one division to another as engineers, and afterward set back firing, will return to the division they were transferred from at the time of promotion, subject to provision of Rule 10, Article 25. They will not be in line for promotion as engineers on that division, but must return to the division that they acquired rights on as engineers when engineers are wanted.

(5) Firemen who were transferred under provisions of the preceding rule prior to February 16th, 1908, will, if demoted to firing, take their rights as firemen on the division that they held rights on as engineers.

(6) Firemen who accept transfer from one division to another and become promoted to engineers, shall not thereafter be retransferred as engineers to the division they fired on, if there are still on that division firemen who can be promoted who were older than they were at the time of transfer.

Firemen, Locomotive.**ARTICLE 24. — REDUCING FORCE.**

(1) When there is a surplus of firemen for the business of the division, the firemen in point of seniority shall have the preference for employment.

(2) Whenever it becomes necessary to reduce the force of firemen in service, it shall be done by taking off firemen per seniority list of the division taken in reverse order. The firemen thus taken off shall be the first to be brought back into the service when more firemen are wanted.

Firemen who have failed in their examinations and placed at the foot of the roster as provided for by Article 25, Rule 6, will be exempt from the provisions of this article.

(3) At terminals where firemen are assigned to the service known as the extra list, the number so assigned shall be reduced when the average pay of the firemen falls below fifteen dollars (\$15.00) for each of two (2) consecutive weeks.

(4) When there is an overloaded working list on any division and another division is in need of firemen, the youngest firemen shall be transferred to the division needing the firemen. In the event of a fireman refusing to go, he shall be given a leave of absence, with the understanding that when additional firemen are needed he shall be sent for to resume firing according to his seniority standing. A fireman thus transferred shall have the right to return to the division he was transferred from when firemen are needed, before firemen are hired, if he so desires.

(5) When there is an overloaded spare list at any terminal on a division, and it is necessary to reduce the number of spare firemen at that point, the youngest firemen on that list will be the first to be transferred to any other terminal on the same division that needs additional firemen, and firemen thus transferred will be the first to be brought back, in their seniority order, provided they desire to return to the terminal they were transferred from, when more firemen are needed. In event the youngest fireman is on a temporary vacancy he shall be taken from same immediately on notice that he is to be transferred or laid off.

(6) Firemen laid off under the provisions of this article will be required to leave their addresses with the Master Mechanic, and will be given preference for employment on any other division, if they so desire, before new firemen are employed. The firemen thus employed shall be given the right to return to the division they were taken from, to resume firing according to their seniority standing on that division, if they so desire, before new firemen are employed on that division.

ARTICLE 25. — PROMOTIONS AND DEMOTIONS.

(1) Every fireman before being promoted to the position of engineer will be required to show his fitness and ability by passing an examination on vision, color sense and hearing, train rules, special instructions, location and meaning of signals, physical characteristics of the road, air brake operation and mechanical knowledge, and to be furnished with a certificate of competency signed by the Road Foreman of Engines and Master Mechanic, based upon their personal observation and knowledge of the man, and approved by the Division Superintendent. A copy of such certificate shall be filed with the division record of the employee.

The Company will pay the expense of making all examinations.

Rules 2 and 3 of Article 21 of Agreement with Engineers, and Rules 2 and 3 of Article 14 of the Agreement with the Firemen, shall apply.

(a) To regulate the promotion of firemen to position of engineer, it is agreed that all firemen in the service who have fired three years or longer (this to include at least one year in road service) will have an opportunity to qualify for the position of engineer. Fire-

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men who do qualify shall be promoted before engineers are hired. Such promotions shall take place on the division where the firemen have rights.

(2) Firemen shall be examined on their mechanical knowledge of engine and air brake as follows:

When men are employed as new firemen they shall be given separate books containing the questions which they shall be prepared to answer at the expiration of their first, second and fourth years of firing respectively. Promptly upon the expiration of their first year as firemen they shall be called before an examiner in their order of seniority, so far as it is practicable, and be examined on the questions contained in the book governing examinations for the first year.

Note: Firemen laid off by reducing force, will not be called for this examination until after 90 days from date of their return to service.

Firemen who fail to pass this first examination will be given another examination at the expiration of thirty (30) days from date of failure. Failing to pass this second trial they will be dropped from the service.

After passing this examination they will be notified to prepare to answer the questions contained in the book governing examinations at expiration of two years firing.

(3) At the expiration of their second year as firemen and in their order of seniority, so far as it is practicable, firemen will be called before an examiner and examined on the questions contained in the book governing examinations for the second year.

Note: Firemen laid off by reducing force, will not be called for this examination until after 90 days from date of their return to service.

Firemen failing to pass this examination will be allowed two more trials within sixty (60) days from date of failure. These trials shall be given thirty (30) days apart as near as possible. Failing to pass within this sixty day period, they shall be placed at the foot of the list and work up again as new men.

After passing this examination they will be notified to be prepared at the expiration of two (2) years from date of reporting for this examination to submit to an examination on questions contained in the book governing examinations at expiration of four years.

(4) At the expiration of their fourth year as firemen and in their order of seniority firemen shall be promptly called before an examiner and examined on the questions contained in book governing examinations at the expiration of the four year period. Firemen who pass this examination will be given a certificate showing date upon which said examination was completed and their names will be placed on the list of names of firemen who have completed this third examination in the same order in which they have stood as firemen, providing they pass on first trial. This list shall be known as the promotion list and shall govern the order in which firemen shall be called to take final examination on book of rules.

Firemen who fail in the first trial on this third examination and pass later on will be given their date on the promotion list as on date that they complete the examination.

Firemen failing to pass this fourth year examination, may, if they so desire, have three (3) months in which to prepare for a second trial, and failing in this second trial they may if they so desire have three (3) months more in which to prepare for a third trial. Failing to pass on this third trial they shall be placed immediately at the foot of the list and work up again as new men.

(5) If through no fault of their own, firemen are unable to take examination when ordered to do so, they will retain their seniority rights.

A refusal to take examination will count as a failure.

(6) When additional engineers are needed firemen shall be called in the order in which their names appear on the promotion list to take final examination on book of rules. Firemen when called for this examination shall be given, whenever practicable with the re-

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quirements of the service, at least thirty (30) days' advance notice of date upon which to report to examiner. Failing to pass this examination on trial they will be allowed a period of three months in which to complete the same and will be re-examined as they may request at any time during this three months' period.

Firemen failing to pass this examination on book of rules within the three months' period will be placed at the foot of the firemen's roster. A fireman who refuses to take this examination will be dropped from the service.

Note: Firemen who have failed in their examinations and put at foot of roster and are working up for their second time, prior to the date that these progressive mechanical examinations are installed, will not be dropped from service for failure to pass first year examination.

They will be governed by rules for the second and fourth year examinations respectively.

Any such firemen who fail to pass the final examination on book of rules will not be put at the foot of the roster, but may be assigned to switching service, or to hostling or inspector service.

(7) Should it occur on any division that additional engineers are needed before firemen have been in the service long enough to be subject to the four year examinations, the firemen who have been in the service as is required by Rule 1-a of this article shall be subject to the provisions of Rules 4 and 6 of this article.

(8) A record shall be kept of each examination of every fireman and shall be open to the inspection of the Firemen's Committee, when they desire it, if authorized in writing by the man himself.

(9) When a demoted engineer or a qualified fireman is used as an engineer for twelve (12) consecutive days the senior qualified fireman on the division shall be assigned to service as an engineer and his run or job shall be advertised as vacant.

(10) When there is a surplus of engineers for the business of the division, engineers who have been promoted from firemen may return to firing, resuming their original rating on the firemen's roster, and exercise their seniority in selecting a run or job firing.

(11) When additional engineers are required, the men who have been set back to firing, shall be called upon to resume running, such men to be sent for according to their seniority standing.

(12) An engineer who has not been promoted from the position of fireman on this system has no rights as a fireman.

(13) Firemen who are called to take the fourth year mechanical examination or final examination on book of rules will be subject to the provisions of Article 14, Rule 2 or 3 in either instance.

In calling firemen to take either of the first or second year examinations the Company will arrange, so far as possible, that firemen will not be subject to loss of time.

(14) Firemen that are taken out of their turn from their firing runs or jobs and used as engineers for less than five (5) days shall be paid at engineers' rates but in event that their earnings as engineers for such temporary period is less than they would have earned on their firing runs or jobs, the difference or loss to the firemen will be made good by the Company.

Note: The mechanical and air brake examinations will be placed into effect with the firemen now in the service as follows:

The question books will be distributed among the firemen and one year from the date of this distribution, firemen who have been in the service more than one year and less than two years will be examined in their seniority order, so far as it is practicable, on questions contained in the first year book.

Firemen who have been in the service more than two years and less than four years will be examined in their seniority order, so far as it is practicable, on questions contained in the second year book.

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Firemen who have been in the service four years or more will be allowed one year from the date the books are distributed in which to prepare for an examination on questions contained in fourth year book and will be examined in their seniority order on the fourth year book at the expiration of that time.

All firemen affected by these arrangements will be subject to all requirements and provisions of the rules of this article governing in the matter, and in the same way as these rules are to apply to new firemen.

ARTICLE 26. — FIREMEN OCCUPYING OTHER POSITIONS.

(1) Firemen who are occupying other positions than firing for a period of ninety (90) days or more in one (1) year, other than firemen injured in service or sick and recovering from same, occupying official positions, serving on committee work or hostling, will give up roster standing on the firemen's list, and if they return to the firemen's list they shall return as new men.

(2) Runs or jobs vacated by firemen under conditions described in this article, will, upon expiration of sixty (60) days, be advertised. When it is known by the Company that the firemen will be absent from their runs or jobs at least sixty (60) days, such vacancies shall be advertised immediately.

(3) Firemen losing their runs or jobs by provisions of this article will be subject to the provisions of Rule 2, Article 18.

ARTICLE 27. — SPARE AND EMERGENCY FIREMEN.

(1) Spare firemen shall be run first in and first out, so far as it is possible with the requirements of the service. When firemen are assigned to temporary vacancies, they shall remain on same, provided they are competent, until the regular men return or until regular men are assigned. The following exceptions will be made to the above:

(a) Except as provided for in Article 24.

(b) When spare firemen are assigned to a temporary vacancy that should be covered by firemen from some other terminal. In this case, the fireman first assigned to the run shall be returned to his home terminal, and the vacancy covered by a spare fireman from spare board where run originates, and in accordance with the first paragraph of this rule.

(2) Spare firemen shall receive rates of regular men while on the road and shall not be kept for any particular service, but must be assigned in order from the list, if qualified, and all spare firemen shall be given a chance to demonstrate their ability.

(3) Spare firemen not at home when called shall be immediately placed at the foot of the list.

(4) Spare and emergency firemen when held on duty shall be paid twenty-five (25) cents per hour, ten (10) hours or less of service to constitute a day's work. If sent out on the road, they shall be paid their hours in the house, and miles on the road, overtime to be computed on a basis of ten (10) hours.

(5) After spare and emergency men have completed a full day in the house and then sent out on the road, they shall be paid hours and miles for such service at road rates, overtime to be computed from beginning of day's work in the house and end as per Article on computing time. Spare and emergency men making house time and switching time shall be paid hours in the house at twenty-five (25) cents per hour and hours in the yard at pro rata switching rates per hour, but in no instance shall they receive less than one (1) day's pay.

(6) Regular firemen who are off duty will report for duty at least twelve (12) hours in advance of their regular leaving time, and the extra man working on the run or job will be notified and have his name placed on the spare board immediately upon arrival at

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terminal where spare list is located. If more than one man arrives at the same time, they will stand out in the same order that they were relieved.

(7) The present system of bulletin boards shall be maintained at all engine houses where spare men are assigned, and same shall at all times be in view where firemen can consult them and know where they stand on the list.

ARTICLE 28. — MISCELLANEOUS.

(1) Firemen will be allowed to exchange runs or jobs for a period of thirty (30) days prior to promotion, also in case of injury or convalescence, if agreeable to the party they wish to change with and approved by the Master Mechanic.

(2) Regular firemen will not be allowed to give up their runs to go on the spare list.

(3) Firemen on regular runs will be allowed to live where they believe it to be to their best interest and advantage but shall be held responsible for not properly covering their runs. A telephone or telegraph message shall be accepted as sufficient notice to a round house foreman or engine dispatcher that a fireman wants to report on or off duty.

(4) If an engine breaks down on the road while on its run, an engine will be furnished the regular crew so that they can continue on their trip.

(5) Firemen shall not be required to throw switches except in cases of extreme necessity or do flagging except when required by the rules.

(6) The General Chairman will be furnished with a copy of all decisions and interpretations of the General Manager, General Superintendent and Mechanical Superintendent, based on the schedule, that may be issued from time to time.

ARTICLE 29. — WORK NOT REQUIRED OF FIREMEN.

(1) *Firemen will be relieved of cleaning engines. Lubricators will be filled, headlights, markers and other lamps cared for (including filling but not lighting), and all supplies placed on engines at points where round house or shop force are maintained. The firemen shall not be relieved of responsibility of knowing that engines for which they are called are properly equipped for service.*

(2) Firemen will not be required to shovel coal onto tenders from cars or coal bins. At terminal or turning points where men are kept to shovel coal onto tenders, these men will put the coal ahead on the tenders, when there is enough on same to complete the day, and the firemen desire it. Men who are required to shovel coal onto tenders shall place and trim it properly.

(3) The present practice of shoveling coal over on tanks and taking water on through passenger trains is to be continued, this practice to be extended from time to time as may be necessary.

(4) At points where coke is used, men will be furnished to build up the fire.

ARTICLE 30. — CALLING AND REST.

(1) The Company will furnish callers for firemen living not more than one (1) mile from the engine house.

(2) Firemen living within calling limit, who have regular runs, will be called between the hours of 9.00 P.M. and 8.00 A.M.

(3) Spare firemen living outside calling limit, who have a telephone, shall be called at any hour of the day or night.

(4) Firemen who have worked sixteen (16) hours consecutively will be given ten (10) hours rest before they are again called for service except where tied up under the law when they will be called at the expiration of the legal hours of rest.

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(5) Firemen in road service will not be tied up, unless it is apparent that the trip cannot be completed within the lawful time, and not then until after they have been on duty fourteen (14) hours.

Firemen tied up between terminals on account of the hours of service law will be paid continuous time from initial point to tied-up point. When they resume duty on a continuous trip they will be paid from tied-up point to terminal on the following basis: For fifty (50) miles or less, or five (5) hours or less, fifty (50) miles pay; for more than fifty (50) miles up to one hundred (100) miles, or over five (5) hours and up to ten (10) hours, one hundred (100) miles pay; over one hundred (100) miles, or over ten (10) hours, at schedule rates. This provision does not permit the running of firemen through terminal or around other firemen at terminals, unless such practice is permitted under the pay schedule.

(6) When firemen are tied up in accordance with rule 5 of this article, and then dead-headed or towed to terminal, they will be paid continuous time the same as if they were on duty.

(7) Firemen tied up in accordance with the law will not be required to watch or care for engines or perform other duties.

(8) *Firemen in pool freight and in unassigned service held at other than home terminal, will be paid continuous time for all time so held after the expiration of eighteen (18) hours from time relieved from previous duty, at the rate per hour paid him for the last service performed. If held fourteen (14) hours after the expiration of the first twenty-eight (28) hour period, he will be paid continuous time for the next succeeding ten (10) hours, or until the end of the twenty-four (24) hour period, and similarly for each twenty-four (24) hour period thereafter. Should a fireman be called for duty after pay begins his time will be computed continuously.*

(9) When firemen on other than assigned trains are relieved from duty at other than home terminal, and held there more than twelve (12) hours, at the expiration of twelve (12) hours their time shall commence.

Note: If time is made under Rule 9 that would not be paid for under Rule 8, consult wage tables and if earnings under Award are not greater for the day than the combination of old rate with old condition any loss will be made good.

(The same method should be followed with Rule 5 in determining earnings.)

ARTICLE 31. — PASSES.

Firemen shall be furnished with term passes good between all stations on the district on which they work.

ARTICLE 32. — CURTAINS, ETC.

(1) The Company shall furnish and properly place in all engines, between the fifteenth of October and the fifteenth of April, side and drop curtains in cab, for the protection, so far as possible, of the firemen from storm; and between the fifteenth of May and the fifteenth of November, water coolers and ice shall be furnished each engine, the firemen to get the ice.

(2) Cab spring seats and backs, also arm rests, shall be furnished the firemen, and placed on all engines. A squirt hose must be maintained on all engines at all times.

(3) Water faucets shall be inserted in all tanks.

(4) A clean and tight seat box under the fireman's seat, fitted with suitable lock, must be maintained on all engines at all times, for the protection of his clothing.

(5) Men who clean fires shall be furnished a complete set of tools for their use, and will not use hooks used by firemen, except in cases of emergency.

Firemen, Locomotive.**ARTICLE 33. — COMPLAINTS OF FIREMEN AS A BODY.**

When complaint is made by the firemen as a body concerning the personal conduct of any fireman on this system that would reflect discredit or bring into disrepute the firemen as a class, such complaint shall receive attention and full investigation, and, if the complaint is proven to the satisfaction of all concerned, the fireman so complained of shall be dismissed from the service.

ARTICLE 34. — INVESTIGATIONS.

(1) The Division Superintendent is responsible for the enforcement of rules, the maintenance of discipline and the determination of competency of employees. His decision shall be final unless reconsideration is requested or appeal made.

(2) Request for consideration of any decision of the Division Superintendent must be made in writing within forty-five (45) days after written notice is mailed to the employee.

(3) If such request be denied or if upon reconsideration the Division Superintendent decides against the employee, an appeal may be made to the General Superintendent, who shall appoint a committee, of which he shall be one, where practicable, to hear the same and refer to them the appeal papers, records and decision of the Division Superintendent. The decision of this committee shall be given in writing to the employee and shall be final unless a hearing is asked for in writing within thirty (30) days from the date of said decision. If such hearing is asked for the General Manager shall grant it and shall approve or disapprove the decision of the Committee.

(4) Employees (firemen) shall be notified in writing of any charges against them and be given every opportunity to defend themselves. They shall have the right to be represented by a committee of employees in the engine service who shall be allowed to appear and speak for them as they may desire. Discipline will not be imposed by the Division Superintendent until after a full and complete investigation which shall be conducted promptly by the proper officer on each division, at which time every effort must be made to ascertain all of the facts and all witnesses who have knowledge of the accident or occurrence will be heard.

(5) Firemen who are discharged, or who are held from service, pending an investigation, or suffer suspension, and afterwards exonerated from blame for accident or occurrence with which they were charged, shall be compensated for all time lost at regular earnings of the firemen who occupied their work.

(6) Firemen shall be notified by the Superintendent in writing of all discipline administered to them stating cause.

(7) At the request of the fireman his representatives may accompany him at the investigation. A stenographic record of his statement made at investigation, providing such record is taken, will be furnished him upon his request.

(8) Hostlers may be represented by a committee of employees in the engine service, if they so desire.

(9) The Company agrees to recognize the firemen's committee in the interest of those they represent, no prejudice shall be allowed to exist against any man serving on same, and any or all members of such committees shall be given such leave of absence as may be necessary in doing committee work.

Note: The word "firemen" as used in these rules includes helpers on electric locomotives.

ARTICLE 35. — SIGHT, COLOR AND HEARING TESTS.

(1) In re-examining firemen as to visual power and color perception the tests will be made with such reading cards, worsteds and lanterns, as may be prescribed by the General Manager.

Firemen, Locomotive.

(2) If a fireman fails on this test, it shall have no bearing on his second test, which will be made as follows: In examining firemen all examinations for detecting color perception and ascertaining the visual power shall be conducted with such flags, lights and semaphore signals only as are in use on this system. All examinations shall be made under the same circumstances as required in the actual operation of the road.

(3) In re-examination of firemen for color sense and strength of visual perception, the use of glasses of spectacle form will be permitted, it being understood that in all such cases firemen while on duty will wear glasses of spectacle form as prescribed by a competent oculist, and, furthermore, will carry with them an extra pair of such glasses.

(4) New men employed as firemen will be required to pass visual, color and hearing tests such as may from time to time be established by the General Manager.

(5) The hearing test for engineers and firemen shall be upon their ability to hear words spoken in an ordinary conversational tone of voice.

ARTICLE 36. — WHEN A SECOND FIREMAN IS DEEMED NECESSARY.

When a second fireman is deemed necessary on any engine, or assistance is deemed necessary on any engine where one fireman is employed, the matter will be taken up with the proper officials by the firemen's committee. Failing to reach a settlement the matter shall be referred to an Adjustment Commission, to be composed of five (5) persons, two (2) of whom are to be chosen by the railroad company, two (2) by the firemen's committee, and one (1) to be selected by the four (4) thus chosen, who shall be the chairman of the Commission. Should the four (4) men fail to agree upon the fifth, then three (3) days after the last of the four (4) is selected, the fifth man shall be named by the Presiding Judge of the United States Commerce Court. If, for any reason, the selection of the fifth man cannot be made by the Presiding Judge of said Court, he shall be named by the United States District Judge of the District in which the controversy may have arisen. All expenses incurred in connection with the settlement of such matters shall be borne equally by the two (2) parties to the controversy.

ARTICLE 37. — ARTICLE 9 OF THE AWARD.

"The earnings of firemen in any class of service shall not be diminished by the provisions of this award; and if the rates that were higher or the conditions that were better antecedent to this award are necessary to guarantee this requirement, they shall be maintained. Neither shall the earnings of the firemen, in any class of service, be increased above what the higher rates of pay and the conditions that were better antecedent hereto guaranteed him, by a combination of the rates herein established with the conditions of service antecedent hereto, or vice versa.

"It is not intended that any of the terms or provisions of this award shall debar committees from taking up for adjustment with the Management of the respective railroads any questions or matters not specifically covered herein."

ARTICLE 38. — ARTICLE 10 OF THE AWARD.

"This award shall take effect at the time and in the manner provided by the Act of Congress entitled 'An Act Concerning Carriers Engaged in Interstate Commerce and Their Employees, Approved June 1st, 1898.'

"All parties to this arbitration having stipulated in writing, and incorporated in the record an agreement, extending the time within which this Award may be made and filed, from the second (2nd) day of April, 1913, to and including the Twenty-third (23rd) day of April, 1913, the Arbitrators now, on this twenty-third (23rd) day of April, 1913, sign this Award without dissent in any particular to any of its provisions by any one of them, and have required the Secretary to attest the same."

Firemen, Locomotive.**ARTICLE 39. — AGREED.**

The awarded rates and rules effective May 3rd, 1913, other rates and rules will go in effect February 1st, 1914, and supersede all former agreements.

No changes will be made in any article of this agreement, by either party, without giving thirty (30) days' notice in writing.

For the New York, New Haven and Hartford
Railroad Company.

For the Locomotive Firemen.

.....
Mechanical Superintendent.

.....
Chairman.

.....
General Superintendent.

.....
Vice-Chairman.

.....
General Superintendent.

.....
Secretary.

Approved:

.....
General Manager.

MAINTENANCE OF WAY EMPLOYEES, RAILROAD.

General rules and rates of pay applicable to Employees in Maintenance of Way Department, Boston and Maine Railroad.

RULES APPLICABLE TO MEN IN THE BRIDGE AND BUILDING DEPARTMENT, EFFECTIVE AUGUST 16, 1915.¹**ARTICLE I.**

Ten (10) hours will constitute a day's work except on Saturday, when eight (8) hours will constitute a day's work. Men employed in Bridge and Building shops will work nine (9) hours per day.

It is understood all men employed in the Bridge and Building Department on Boston Terminal are considered as employed in shops.

All overtime including Sundays and holidays will be paid for at the rate of time and one-half, except that in cases where the men ask to work on Sundays or holidays, straight time will be allowed.

Employees called out after having been relieved from duty will receive at least three (3) hours' time; if five (5) hours are worked at least one (1) day's time will be allowed.

ARTICLE II.

Promotion will be governed by merit and ability. All things being equal preference will be given men longest in the service.

A record of employees will be kept by the Railroad.

When a vacancy exists of a permanent position or when a position is created which it is known will exist for sixty (60) days, it shall be advertised by circular letter for a period of five (5) days.

Employees holding regular jobs, who bid off or are assigned to temporary positions will, if the job is discontinued within a year, be allowed to return to their old position. In

¹ Similar rules applicable to *foremen* in the bridge and building department became effective June 17, 1916. This agreement provided for an increase of five per cent over rates of pay previously in force.

Maintenance of Way Employees, Railroad.

advertising the vacancy it will be stated that it is subject to the return of the employee formerly holding it.

No position will be considered permanent until it has existed one (1) year.

When there is a reduction of force the men with least merit and ability shall be the first laid off. All things being equal the men longest in the service will be retained and will be given the preference when forces are again increased.

The above rules in regard to promotions and employment shall not be interpreted in such a manner as to require the transfer of employees from one division to another, but in filling vacancies and in making reductions and increases in the force, each division shall be considered and treated by itself.

ARTICLE III.

Employees will not be suspended or discharged without just and sufficient cause. In case of discipline the right of appeal will be granted if presented within ten (10) days. If the investigation finds the accused blameless, his record shall remain as previous thereto and he shall receive pay for all time lost.

The chairman of the employees' committee or a fellow employee in the Bridge and Building Department will be allowed to assist the employees in prosecuting their case before the officials of the Railroad.

ARTICLE IV.

Leave of absence when practicable and free transportation over Boston and Maine Railroad will be granted upon request to employees serving on committees for the adjustment of grievances between the Railroad and its employees.

No employee shall be discriminated against for serving on local or general grievance committees.

ARTICLE V.

Employees when taken from their regular station points or boarding outfits for less than seven (7) days shall be allowed board and lodging expense not exceeding one dollar (\$1.00) per day.

Employees when taken away from headquarters or boarding cars for emergency work will be furnished with lodgings and meals.

ARTICLE VI.

Permanent men who work in crews away from their headquarters or homes, may, when conditions of work will permit, go to their headquarters or homes each week and be allowed, without loss of pay, necessary time to travel during regular working hours not exceeding two (2) hours, either on Saturday or Monday as their foreman may elect.

ARTICLE VII.

Men who have been in the employ for a period of one (1) year, may be given a leave of absence not exceeding six (6) months upon request. In all cases, due notice shall be given in order that their places may be filled. It is to be understood that employees who are granted a leave of absence will not lose their seniority rights.

Employees on leave of absence will be given a letter stating that leave of absence has been granted and for how long.

Maintenance of Way Employees, Railroad.**ARTICLE VIII.**

This agreement and the rate of pay now in effect will remain in force until thirty (30) days after notice is given in writing by either party to the other requesting a change.

For the Employees of the Bridge and Building Department:

For the Railroad:

.....
Chairman.	Engineer Maintenance of Way.
.....	Approved by:
Secretary.
.....	General Chairman.
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RULES APPLICABLE TO TRACK FOREMEN, EFFECTIVE APRIL 8, 1916.

SECTION 1. Ten (10) hours each day except Saturday, eight (8) hours, shall constitute a day's work. All overtime and Sunday work will be paid for at the rate of time and one-half. Employees called out after being relieved from duty will receive at least three hours' time; if five (5) hours are worked at least one day's time will be allowed.

SECTION 2. Promotion will be governed by merit and ability.

A record of employees will be kept by the Railroad.

When vacancy exists of a permanent position or of a position which it is known will exist for sixty (60) days it shall be advertised by circular letter for a period of ten (10) days.

When foremen hold regular jobs, bid off, or are assigned to spare or work train crews, they will, if the job is discontinued within a year, be allowed to take their old position. In advertising such vacancy, it will state that it is subject to the return of the man formerly holding it.

Vacancies for second hands will be treated the same as vacancies for foremen.

When there is a reduction of force the men with least merit and ability shall be the first laid off.

Employees leaving the service of the Railroad when their services are required, will rank as temporary men when re-employed.

SECTION 3. Employees shall not be disciplined for minor offences without a fair and impartial hearing, and if an employee considers that any injustice has been done him, he shall have the right of appeal within ten days to the next higher in authority, and if any employee considers that he has been dismissed unjustly, he shall have the right to appeal his case, and if the investigation proves the accused blameless, he shall at once be reinstated without loss of pay, and his record shall remain as before.

In case of appeal employees may be accompanied by another Maintenance of Way employee of the same or superior class.

SECTION 4. Leave of absence and free transportation will be granted to members of duly appointed committees, employees of the railroad, for the adjustment of matters between Railroad and employees so far as consistent with good service, within ten days after request has been made in writing upon the proper officer. The Chairman of the

Maintenance of Way Employees, Railroad.

employees will be allowed to assist the employees in prosecuting their cases before the proper officials of the Railroad. No employee shall be discriminated against for serving on boards of adjustment or committees.

SECTION 5. Foremen taken away from their gangs for any reason for one day or more, will be relieved of the duty of foremen; during their absence the relieving foreman shall be paid for the regular foreman's rate.

Employees when taken away from headquarters or boarding cars for emergency work will be furnished with lodgings and meals.

Foremen who work with crews away from their headquarters or homes may, when conditions of work will permit, go to their headquarters or homes each week and be allowed, without loss of pay, necessary time to travel during regular working hours not exceeding two hours, either on Saturday or Monday as their foreman may elect.

SECTION 6. Foremen and such men as they require will go over their sections on Fourth of July, Labor Day, Thanksgiving Day and Christmas, and finding it in proper and safe condition, may take the rest of the day off with pay, but must leave some responsible man within call for the balance of the day.

SECTION 7. Except in case of sickness, leave of absence will not be extended beyond six months. Employees remaining out of the service of the Railroad longer than six months and returning to the service will rank as temporary men.

Applications for leave of absence will be made in writing.

SECTION 8. Time or card pass will be furnished section foremen on one division as they may elect.

At outlying points where household supplies cannot be purchased, a member of the household of the permanent employees will be furnished a trip pass once a week, to the necessary point where reasonable prices prevail.

Above subject to regulations as may be issued by the Railroad, affecting employees in general.

SECTION 9. Existing scale of wages will be continued.

These rules and rates will remain in force until thirty (30) days after notice is given in writing by either party to the other requesting a change.

Approved for the Boston and Maine Railroad.

(Signed).....

Engineer Maintenance of Way.

Approved for Permanent Track Foremen.

(Signed).....

RULES APPLICABLE TO TRACK MEN, EFFECTIVE APRIL 8, 1916.

SECTION 1. Ten (10) hours each day except Saturday, eight (8) hours, shall constitute a day's work. All overtime and Sunday work will be paid for at the rate of time and one-half. Employees called out after being relieved from duty will receive at least three hours' time; if five (5) hours are worked at least one day's time will be allowed.

SECTION 2. Promotion of men will be governed by merit and ability.

A record of employees will be kept by the Railroad.

When there is a reduction of force the men with least merit shall be the first laid off.

Employees, leaving the service of the Railroad when their services are required, will rank as temporary men when re-employed.

SECTION 3. Employees shall not be disciplined for minor offences without a fair and impartial hearing, and if an employee considers that any injustice has been done him, he shall have the right of appeal within ten days to the next higher in authority, and if any

Maintenance of Way Employees, Railroad.

employee considers that he has been dismissed unjustly, he shall have the right to appeal his case, and if the investigation proves the accused blameless, he shall at once be reinstated without loss of pay, and his record shall remain as before.

In case of appeal employees may be accompanied by another Maintenance of Way employee of the same or superior class.

SECTION 4. Leave of absence and free transportation will be granted to members of duly appointed committees, employees of the Railroad, for the adjustment of matter between Railroad and employees so far as consistent with good service, within ten days after request has been made in writing upon the proper officer. The chairman of the employees will be allowed to assist the employees in prosecuting their cases before the proper officials of the Railroad. No employee shall be discriminated against for serving on boards of adjustment or committee.

Except in case of sickness, leave of absence will not be extended beyond six months. Employees remaining out of the service of the Railroad longer than six months and returning to the service will rank as temporary men.

Applications for leave of absence will be made in writing.

SECTION 5. Employees when taken away from headquarters or boarding cars for emergency work will be furnished with lodgings and meals.

SECTION 6. At outlying points where household goods cannot be purchased a member of the household of the permanent employees will be furnished a trip pass once a week, to the necessary point where reasonable prices prevail.

Foregoing subject to regulations as may be issued by the Railroad affecting employees in general.

SECTION 7. Wages of permanent men now employed will remain unchanged.

These rules and rates will remain in force until thirty (30) days after notice is given in writing by either party to the other requesting a change.

Approved for the Boston and Maine Railroad.

(Signed).....

Engineer Maintenance of Way.

Approved for Permanent Trackmen.

(Signed).....

MECHANICAL DEPARTMENT EMPLOYEES, RAILROAD.¹

Rules Applicable to employees in the Mechanical Department of the New York, New Haven and Hartford Railroad. — Effective March 17, 1916.

SHOP RULES GOVERNING THE MECHANICS, THEIR HELPERS AND APPRENTICES.

RULE 1. Nine hours shall constitute a day's work, except on Saturdays, when eight hours shall be worked and nine hours' pay received.

RULE 2. Time and one-half shall be paid for all overtime. Time and one-half shall be paid for work performed on Sundays and holidays that are legal in the State where work is done.

RULE 3. If a mechanic, helper or apprentice is called back he shall be paid not less than five hours for time worked up to three hours and twenty minutes. If he works longer than that he shall receive regular time and one-half.

RULE 4. Mechanics, helpers or apprentices, sent out on the Road shall receive regular time and overtime according to regular hours at home station, and in addition, all necessary expenses.

¹ Includes the members of the New York, New Haven and Hartford System Federation composed of the International organisations representing the following occupations: Machinists, boilermakers, blacksmiths, railway carmen, sheet metal workers, electrical workers, including their helpers and apprentices.

Mechanical Department Employees, Railroad.

RULE 5. Mechanics' work shall be performed by mechanics and apprentices to their respective trades.

RULE 6. When any changes occur in the shop forces, the older men in the service will be given preference, if competent. Men taking the places of other workmen at a higher rate will be given the higher rate, provided they have equal ability. This applies to temporary as well as permanent vacancies. Where ability is in question, *the men will be given one week* to qualify at their old rate of pay. All vacancies, with the rates, shall be posted on the Bulletin Board within three days after they occur, to remain there for four days, and be awarded within seven days after they are removed from the Board.

RULE 7. There shall be no discrimination against men who may serve on Grievance Committees.

RULE 8. Any person who has served an apprenticeship of four years or has had four years varied experience at his respective trade may be classed as a mechanic and paid accordingly.

RULE 9. There shall not be more than one apprentice to each shop, and one additional apprentice to each five journeymen employed.

RULE 10. In case of a grievance arising the Committee may appeal through the Local Officials to the Vice President. Grievances arising must be taken up for consideration within fifteen days.

RULE 11. All mechanics, helpers and apprentices, who are required to be on duty seven days or seven nights a week will be allowed to be off duty two days a month without pay.

RULE 12. When it becomes necessary to make a permanent reduction in expenses, hours may be reduced until 32 hours per week is reached; any further reduction in expenses will be made by reducing the force. This will not apply to extra forces.

RULE 13. Twenty-four hours' advance notice will be given covering any reduction in force or hours.

RULES GOVERNING THE EMPLOYEES IN THE INSPECTION DEPARTMENT.

RULE 1. Twelve hours shall constitute a *maximum* work day for employees in the Inspection Department.

RULE 2. Car inspectors, hose couplers, oilers and gas tenders shall be paid at the rate of time and one-half for all time worked over their regular assigned work day, and for legal holidays in the State where the work is performed.

RULE 3. Men who are employed at Inspection points will be allowed one hour for dinner; if, however, they regularly bring their lunch with them and eat it in half an hour, so that at the end of that time they are ready for duty, they will be paid for that half hour.

RULE 4. Men assigned to wrecking crews shall be paid at the rate of time and one-half for all times worked over their regular assigned work day.

RULE 5. Men who are required to be on duty either seven days or seven nights a week will be allowed to be off two days a month without pay.

RULE 6. When any change occurs in the forces of the Department, the older men in the service will be given preference, if competent. Men taking the place of other workmen at a higher rate will be given the higher rate, provided they have equal ability. This applies to temporary vacancies as well as permanent vacancies. Where ability is in question the man will be given one week to qualify at his old rate of pay.

All vacancies with the rates shall be posted on the Bulletin Board within three days after they occur, to remain there for four days, and be awarded within seven days after they are removed from the Board.

Outside Inspectors, if competent, will be given an opportunity to bid on inside Inspectors' jobs in preference to filling the places by hiring new men.

Mechanical Department Employees, Railroad.

RULE 7. There shall be no discrimination against men who may serve on Grievance Committees.

RULE 8. All employees in the Inspection Department excepting Car Cleaners, Steam-heat men and Laborers, if called back shall be paid not less than five hours for time up to three hours and 20 minutes. If they work longer than that they shall get the regular time and one-half.

RULE 9. In case of a grievance arising, the Committee may appeal through the Local Officials up to the Vice President. Grievances arising must be taken up for consideration within fifteen days.

RULE 10. When an employee is sent out on the Road he will receive actual expenses while absent, in addition to his pay.

RULE 11. At such points where it is desired, a Bulletin Board shall be provided on which the men can post notices pertaining to their meetings.

RULE 12. When it becomes necessary to reduce expenses by laying off forces, the men laid off will be transferred to other points on the System, if required, with the privilege of returning to their home station to fill vacancies or when force is increased.

RULE 13. Twenty-four hours' advance notice will be given covering any reduction in force or hours.

RULE 14. These rules shall become effective *March 17th, 1916*, with the understanding that they can be taken up for modification on thirty days' notice.

.....
Mechanical Superintendent.

This to certify that the above Rules are a true and correct copy of those agreed upon between representatives of the employees and the Management.

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.....
United States Commissioners of Conciliation.

STEAMFITTERS.

Agreement between the Power, Heating, and Fire Protection Contractors of New England and Local Union No. 537 of the United Association of Plumbers and Steamfitters of the United States and Canada, of Boston, September 1, 1914 to September 1, 1917.

This agreement made on the first day of September, 1914, by and between The Power, Heating and Fire Protection Contractors of New England, hereinafter designated "Employer" and Local Union No. 537 of the United Association of Plumbers and Steamfitters of the United States and Canada, hereinafter designated "Local No. 537," is entered into for the purpose of establishing fair, uniform, and settled conditions between said parties for preventing strikes, lockouts, and facilitating the possible adjustment of grievances and disputes which may from time to time arise between the Employer and the Mechanics in the Steamfitting Trade.

ARTICLE 1. This agreement is binding upon both parties through their committees, appointed for that purpose, and is only binding upon such Master Fitters as may be members of the Association herein referred to.

ARTICLE 2. Local No. 537 shall furnish to such Master Steamfitters as many competent Union Steamfitters as will meet said Master Fitter's requirements in conducting their work.

ARTICLE 3. The employers agree to employ only members of Local No. 537 to do their work within the territory to which this agreement applies as long as Local No. 537 is able to supply them with reliable, competent and otherwise satisfactory steamfitters.

ARTICLE 4. Both parties agree not to tolerate or recognize any right of any other

Steamfitters.

organization or Union, Council or body of men not directly parties hereto, to interfere in the carrying out of this agreement within the territory to which it applies, except as permitted in Article 5, and will use all lawful means to compel their members to comply with said agreement.

ARTICLE 5. There shall be no strikes, lockouts or stoppage of work as long as these agreements are in force, except sympathetic strikes ordered by the Building Trades Council, in which case the Employer shall be notified prior to said strike and consulted previous to action by the Building Trades Council. No person shall have the right to interfere with the workmen during working hours.

ARTICLE 6. Local No. 537 hereby agrees that it will not furnish or allow its members to work for any other than a Master Steamfitter recognized as such in the trade, and conducting a regular shop for this express purpose, or to any Employer outside of this Association unless such Employer shall comply with all the articles of this agreement.

ARTICLE 7. It is hereby agreed that each party to this agreement shall furnish the other with a complete list of its members which shall be corrected up to date upon request.

ARTICLE 8. Each Employer shall be allowed one apprentice to every five journeymen in his employ, but in no case more than four, beginning not over twenty years of age, who may serve one year in the shop for such wages as may be mutually agreed upon between him and the employer, and for the next four years may be employed on the work as a helper, but only under the supervision of a steamfitter, during which four years he shall receive a helper's wages.

ARTICLE 9. The Employer is hereby given permission to examine the working cards of all his journeymen or of applicants for a position.

ARTICLE 10. No member of Local No. 537 shall be allowed to contract for his labor, or to assume a steamfitting contract directly or indirectly.

ARTICLE 11. A joint board of arbitration is to be appointed composed of four members from each party to the contract, who shall serve for a term of one year, except at the formation of said Board two members from each party shall be appointed for six months only. All members thereafter shall serve a full year from time of appointment. Two alternates shall be appointed by each party to serve in the absence of regular members when duly notified.

ARTICLE 12. Any Employer serving on the Board must have been a recognized Master Steamfitter for at least six months, and any fitter representing Local No. 537 on the Board must have been at least six months steadily employed by one of the employers as classified by this agreement.

ARTICLE 13. The business agent of Local No. 537 cannot serve on this Board.

ARTICLE 14. The Board of Arbitration shall have the following duties:

To decide on any violation of the agreement, rules or duties of a steamfitter, when called upon.

To construe the meaning of the wording of this agreement.

To adjust any other matter which has been mutually agreed to be left to the Board.

To decide who shall be eligible as an employer under the terms of this agreement.

To make any adjustments necessary in the carrying out of this agreement.

To adjust any dispute in connection with apprentices.

To decide on any disagreement of the joint examining committee.

To amend from time to time the duties of a steamfitter, as the interests of both parties may appear.

To adjust differences between an employer and employee.

ARTICLE 15. All disputes and grievances are to be submitted in writing to the President or Secretary of the Joint Board, and a receipt in writing obtained for same.

Steamfitters.

ARTICLE 16. No decision of the Joint Board shall be rendered unless every member has registered a vote or paired. The vote of each member shall be properly recorded.

ARTICLE 17. New members to the Joint Board are to be appointed immediately in case any member of the Board should from any cause cease to be a member.

ARTICLE 18. All decisions of the Joint Board are to be final and binding upon both parties to this agreement.

ARTICLE 19. The Joint Board is to hear all grievances or disputes within twenty-four hours of the receipt of the same. If they are not able to report at the end of the next forty-eight hours following, it shall be referred to an umpire selected by the Joint Board, who shall decide within twenty-four hours after hearing the case.

ARTICLE 20. It is hereby agreed by both parties to this agreement that the Joint Board of Arbitration is given the power of fining or suspending any member of either party to this agreement who may be declared guilty of breaking any of the conditions existing in these articles. In no case is the fine to exceed \$25.00, which money is to be paid to the Treasurer of the party of which the guilty one is a member, before he can again enjoy the benefits of this agreement. In case the guilty one is suspended it shall apply only to such rights and benefits as the respective association or union may provide.

ARTICLE 21. The Joint Board of Arbitration is hereby given the right of summoning any member of either party to this agreement, whom they may desire to appear as a witness to aid them in their duties. Any such members refusing to comply with such summons shall be liable to fine or suspension as provided in Article 20.

ARTICLE 22. The Joint Board of Arbitration shall render each month to the treasurers of both parties to this agreement a statement of all expenses incurred by said Board in the performance of its duties, which statement shall be in the form of a voucher, bearing the signatures of at least four members of the Board, two from each party to this agreement. Each party to this agreement shall pay one-half the costs appearing upon said vouchers as may be mutually arranged by the respective treasurers, who shall, whenever possible, receive a true bill of sale. The Joint Board of Arbitration shall reimburse any witness for such expenses as they may deem proper in the discharge of their duties.

ARTICLE 23. A joint examining committee is to be appointed consisting of three members representing each party to this agreement who shall decide upon the eligibility and qualifications of applicants for a journeyman steamfitter. No member of the Board of Arbitration is to be a member of this committee.

ARTICLE 24. Any helper or apprentice who has served his term in accordance with Article 8, who has worked at least five years at the business, may appear before this joint examining board, but in case he is rejected he cannot appear again for six months thereafter. No apprentice can appear before the Joint Board until he has served the five years herein provided.

ARTICLE 25. No changes to take place in this agreement during the three years from its date except upon the request of both parties to this agreement in writing to the Joint Board of Arbitration, who shall decide whether such change comes under the jurisdiction of Section 14 or not.

ARTICLE 26. In any event, no change can be made in this agreement until six months after said notice is given to the Joint Board of Arbitration.

ARTICLE 27. This agreement shall continue from year to year after the three years' term unless a notice of change is given by either side six months prior to the time of the expiration of the year.

ARTICLE 28. The territory embodied in this agreement is limited to such as is covered only by Local No. 537.

ARTICLE 29. Both parties to this agreement shall observe the rules and duties of a steamfitter herein defined within the territory to which they apply.

Steamfitters.

ARTICLE 30. The following rules shall govern all employers and steamfitters who are members of either the Association herein referred to or Local No. 537.

Rule No. 1. (Hours of Labor.) The working day shall consist of eight hours, between 8 A.M. and 5 P.M., with one hour for lunch; except on Saturday when the time shall consist of four hours, between 8 A.M. and 12 M.

The working day above named shall be known as the "regular time" and shall be time actually employed at work. No work shall be done between 12 M. and 1 P.M. except by direction of the employer.

No man shall be required to report at the shop or office before 7.45 A.M. Any man, after reporting to the shop and not being put to work, may not remain after 9 A.M. Any man requested to remain at the shop after 9 A.M. by his employer, shall be considered under pay.

Rule No. 2. (Overtime.) All work done outside of regular time shall be considered as "Overtime". All overtime shall be paid for at twice the regular rate.

Twice the regular rate to be paid for work done on all Sundays throughout the year.

Rule No. 3. (Holidays.) Twice the regular rate shall be paid for work done on the following holidays:

February 22d, April 19th, May 30th, July 4th, Labor Day, October 12th, Thanksgiving Day, and December 25th. (June 17th in Boston only.)

No work shall be done on Labor Day except in case of extreme emergency. Sunday and holiday time is to cover any time during the twenty-four hours of said calendar days.

Rule No. 4. (Wages.) The minimum rate of pay for journeymen fitters shall be at the rate of \$4.50 per day for the first year, \$5.00 for the second year, and \$5.00 for the third year, from the date of this agreement.

Wages shall be payable in United States legal tender money, weekly on the job at quitting time or at the office of the Employer.

Rule No. 5. There shall be no limitation of the amount of work a man shall perform during his working day.

There shall be no restriction as to the use of machinery or tools.

Employers are at liberty to discharge for justifiable cause whomsoever they see fit.

There shall be no limitation as to the manner in which work shall be done.

There shall be no restriction of the use of any manufactured material.

Rule No. 6. When men are employed out of the city they shall take the car or train leaving the city nearest to and prior to 8 A.M. On returning from out of the city they shall take the car arriving in Boston nearest to and after 5 P.M.

Any fitter working outside the city shall receive travelling expenses to and from the place at which the work is located for as many trips as he is directed by his employer to make. Every fitter working out of the city shall, at the option of the employer, board at the place where his work is located or go to and from his home daily. If the latter plan is adopted, he shall receive from his employer all extra travelling expenses actually incurred.

Any fitter boarding at the place where his work is located shall receive each week a sum equal to the amount spent for board.

If the fitter leaves his work before it is completed and without the consent of his employer, it shall be at his own time and expense.

Any fitter living within walking distance of shop shall only collect such car fare as may be required to take him to and from the job.

All time properly employed in travelling during regular working hours shall be paid for on single time. No time will be paid for when travelling at night, but sleeping berth will be furnished.

Rule No. 7. All pipe-cutting and threading and screwing on of fittings by the machine at the shop or by the hand at the job shall be optional with the employer. In case

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the employer places a pipe machine on the job it must be operated by a fitter. All pipe 2 inches and under shall be cut by a United Association steamfitter except box coils, radiators, or nipples 12 inches and under in length. All miscellaneous pipe returned from a job may be threaded in the shop and returned to the job and used by fitters. This rule does not apply to sprinkler systems.

Rule No. 8. No fitter shall work more than one helper, or the number of helpers employed shall not exceed the number of fitters, unless the helpers are employed at carrying or distributing material or are at work on engine and boiler connection or other piping of more than four inches in diameter. In such cases additional helpers are to be used only for distributing or rigging in connection with work above described.

Rule No. 9. In case Local Union No. 537 cannot furnish the employer with a fitter when he requests one, a capable helper may be used on receiving a permit from Local Union No. 537; said helper to be used only until a fitter can be supplied; said helper shall receive while working as a fitter a fitter's rate of pay.

Rule No. 10. No steamfitter is to work for other than a recognized Master Fitter nor install any material unless furnished by the shop in which he is employed. (For classification of a Master Fitter see duties of joint committee under Article 14 of agreement.)

Rule No. 11. At the option of the employer, one fitter may be sent to do small jobbing work without a helper. Should a fitter be working at the time of receiving such an order, the helper may remain on the job, or should the helper be unemployed at the time of receiving such an order the employer may send a helper to assist fitter and helper on other work until fitter's return from such job work without being considered a violation of the rule.

Rule No. 12. Tools will be furnished the fitter as at present by the employer during the term of this agreement.

Each fitter is entitled to the necessary and proper tools to allow him to do his work in a competent manner.

Before taking charge of a job, the fitter shall have the opportunity of going over each Kit to be used on the job. After such examination, if declared satisfactory, the fitter shall be held responsible for such loss or injury to his respective Kit as may occur during working hours.

At the close of each day, fitters shall see that each tool is thoroughly cleaned and put in its proper place in the kit and that the chests and lockers are left in a place as safe from theft or injury as possible. All fitters will reimburse the employer for all tools lost or injured, unless satisfactory excuse can be given for same.

ARTICLE 31. The following are the recognized duties of a steamfitter, and both parties to this agreement hereby pledge themselves to confine the performance of said duties strictly to our craft.

1. All power plant piping.
2. All steam and hot water heating.
3. All heating regulation systems.
4. All vacuum heating systems.
5. All vacuum cleaning systems to be the work of either steamfitter or plumber.
6. All pneumatic tube systems.
7. All ice making, refrigerating and cooling work of every description.
8. All Hydraulic piping for elevators, for the operation of curtains, also that used for the operation of presses and machinery used in mills and factories.
9. All oil piping in connection with power or heating plants.
10. Gasolene plants in garage and in dye shops shall be the work of either steamfitter, plumber or gasfitter.
11. All air piping for power work and for riveting, drilling and hoisting on buildings, except air piping for clock work, dental chairs, barber shops and gas appliances which shall be gasfitter's work.

Steamfitters.

12. Air piping connected with sprinkler system compressors.
 13. Erection and setting of boilers, setting of fronts and attaching of trimmings and pipe work for same.
 14. Placing, erecting and testing of all fan coils and air washers.
 15. Setting of all fixtures, pumps, tanks and heaters and the rigging thereof, and the laying out of foundations.
 16. All setting of sleeves and thimbles and drilling for pipes and hangers, boxes for hangers in concrete and fireproof tile walls and floors coming under the jurisdiction of steamfitter's work.
 17. All fitters and purifiers connected with heating systems, swimming pools, refrigerating, distilling and brewery purposes, and ventilating systems; plumbers to connect all other fitters and leave opening for steamfitter.
 18. All steam connections for hot water tanks and whichever contractor furnished tank shall place it. Plumber shall make all other connections to tank.
 19. All pipes from tanks for mechanical purposes regardless of size.
 20. All air piping for window or door opening devices, sidewalk lifts and elevators of every description.
 21. All fire stand pipes not connected with sprinkler systems shall be the work of either steamfitter or plumber.
 22. All water piping or steamfitter's fixtures. Plumber to leave opening for same.
 23. The assembling, erecting and dismantling of piping.
 24. Suction and discharge of central distributing and boosting stations.
 25. Assembling and erecting of tanks used for mechanical purposes to be assembled with bolts and packed joints.
 26. All cross connections of pumps and engines that are not assembled when delivered on job.
 27. The building and repairing of all water grates for power or heating.
 28. The assembling, erecting and connecting of all steam super heaters.
 29. Iron pipe railings, tracks, etc., shall be the work of either steamfitter or plumber.
 30. All piping for removing ashes, etc., for carrying coil or other purposes by vacuum or compressed air.
 31. All piping for smoke burners and washers.
 32. Steamfitters shall run blow-off pipes between boiler and blow-off tank and vapor pipes, also run all overflow pipes from blow-off tank to sewer outlet left by plumber.
 33. All steam piping, supply and drip piping and screwed or flanged vapor piping in connection with kitchen or laundry apparatus or sterilizing.
- ARTICLE 32. This agreement becomes operative immediately upon the signing of the same by all the members of both committees representing both parties to this agreement at a given time as instructed by their respective organizations.

Signed,

.....

Committee for the Employers.

.....

Committee for Local No. 537.

STEREOTYPERS.

Agreement between Boston Daily Newspaper Publishers and Local Union No. 2, International Stereotypers' and Electrotypers' Union. — In Effect Week of December 25, 1916.

SECTION 1.

Only members of Boston Stereotypers' Union No. 2 shall be employed in stereotyping departments of the Boston daily newspapers signing this scale, but this restriction is subject to the following conditions: —

The Union shall furnish promptly competent stereotypers for its regular force or extra work, but the Union shall not be obliged to furnish within 24 hours' notice, extra men additional to the regular force, in excess of 50 per cent of the number of men employed regularly in the office, and on the shift for which the call is made. The Union shall designate representatives, easily accessible at all times, upon whom calls for men, for extra work, shall be made, and their action shall stand as the action of the Union.

SECTION 2.

For work performed during hours of labor, as specified by Section 3, not less than \$4.50 per day or night shall be paid to journeymen stereotypers and not less than \$5.50 per day or night shall be paid to assistant foremen, when such position is created by the office; provided, that the term "assistant foreman" shall not be construed to mean men having in their charge a particular branch of work.

SECTION 3.

The hours of labor on morning papers shall consist of six consecutive hours between 11 P.M. and 6 A.M.; on evening papers seven consecutive hours between 9 A.M. and 5 P.M. Any work connected with the Stereotype Department shall be performed within the six or seven consecutive hours specified without extra payment.

SECTION 4.

All work performed before or after the hours of labor shall be classed as overtime, and shall be paid for at 85 cents per hour for journeymen except that overtime on Saturday for Sunday papers shall be at the rate of 76 cents per hour.

Overtime for journeymen shall be figured by the quarter hour, *i.e.*, from one minute to 15 minutes shall count as 15 minutes; from 16 minutes to 30 minutes shall be counted as 30 minutes; from 31 minutes to 45 minutes shall be counted as 45 minutes and from 46 minutes to 60 minutes shall be counted as an hour.

SECTION 5.

When "Good-day" or "Good-night" has been called, and a man is called back after leaving the office, he shall receive \$1.00 compensation for such call besides regular overtime.

SECTION 6.

(a) Double time for day work to be used in editions the same afternoon, shall be paid on Sundays, on July Fourth, Labor Day, Thanksgiving Day and Christmas.

(b) Double time shall be paid where a man is ordered on on Sundays, July Fourth, Labor Day, Thanksgiving Day and Christmas whether an edition is issued or not. This section shall cover and be construed to mean that a man would be paid double time for his work on any one of the above days.

Clauses "a" and "b" shall not apply to work done on a Saturday for a Sunday paper.

Stereotypers.**SECTION 7.**

A regular who desires to "lay off" shall not be compelled to work when he can secure a suitable and acceptable substitute for the office.

SECTION 8.

No stereotyper who has been discharged from an office shall be eligible to sub in that office except at the option of the office.

SECTION 9.

None but journeymen members of this Union shall be employed to operate the Auto-plate, Junior Auto-plate and its Shaver, and such other Machines as may be introduced in the stereotypy department, and shall handle and deliver all plates made and cast by such machines.

SECTION 10.

Not less than four (4) members of this Union shall devote their entire time to the care and operation of Auto-plate Machines and the delivery of plates, while the machine is in actual operation producing plates, provided that if routers are used, two additional members shall be employed on the machine when said machine is in operation.

SECTION 11.

When said Junior Auto-plate and its Shaver are in use and being operated, not less than three (3) members of the Union shall be employed to operate same. When this machine is in operation the three men shall devote their whole time to such operation only.

SECTION 12.

It shall be the duty of the members employed upon and operating the machines to keep such machines clean and in working order, to make all necessary repairs, adjust parts, etc., under the direction of the foreman, and to do all work not strictly requiring the service of a machinist.

SECTION 13.

All members employed in an office where there are stereotyping machines of any kind shall be given an opportunity to learn to care for and operate said machines. With this object and ultimate end in view, foremen and the membership in general are expected to co-operate. It is particularly enjoined and requested that no member shall be discriminated against.

SECTION 14.

The foreman shall be the judge of a man's general fitness to work in the shop and no foreman shall be obliged to employ any man whom he may consider incompetent.

SECTION 15.**LOCAL JOINT BOARD.**

When the discharge of a member is contested by the Union, and the matter cannot be settled by a conference between representatives of the Union and the office, the contention shall be referred to a Local Joint Board composed of three representatives of the em-

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ployers and three representatives of the Union. After considering all of the evidence in connection with the reason assigned for discharge, effort at agreement shall be made, and if a decision is reached it shall be final, and shall be so accepted by both parties to the controversy. If agreement cannot be reached the Local Joint Board shall select a seventh member, and the decision of the Board as thus made up shall be final. Should the Local Joint Board fail to agree on an odd man he shall be selected by the Supreme Justice of the Supreme Court of Massachusetts.

SECTION 16.

Each office shall be entitled to an apprentice. Apprentices shall serve five (5) years before becoming journeymen, and shall be subject to the same rules as to hours of labor which govern journeymen. When an apprentice completes his time he may be employed by the office, providing there is a vacancy. No journeyman who is regularly employed shall be dismissed to make room for an apprentice or to create a situation for an apprentice who has just completed his time.

SECTION 17.

Apprentices shall be paid at the rate of \$2.16 $\frac{1}{2}$ per day or night during the first year; \$2.41 $\frac{1}{2}$ per day or night during the second year; \$2.66 $\frac{1}{2}$ per day or night during the third year; \$3.16 $\frac{1}{2}$ per day or night during the fourth year, and \$3.66 $\frac{1}{2}$ per day or night during the fifth year.

All overtime for apprentices shall be at the rate of fifty-two (52) cents per hour.

SECTION 18.

This agreement shall be continuous running from year to year, and can only be changed by the Boston Daily Newspapers or the Boston Stereotypers' Union giving written notice of any proposed change sixty (60) days prior to the expiration of the first year, or sixty (60) days' written notice to any time after one year from date.

SECTION 19.**ARBITRATION.**

All differences under this contract, or the interpretation of any clause or clauses of it, and differences relative to a new agreement shall be settled in accordance with the arbitration agreement between the American Newspaper Publishers' Association and the International Stereotypers' and Electrotypers' Union.

The parties to this agreement reserve the right to local arbitration.

SECTION 20.

No office shall be called upon to recognize any Union rule or regulation which is not specified in this scale.

The above Scale, agreed to by the Boston Publishers, representing the Boston Globe, The Boston Herald, Inc., The Journal Newspaper Company, The Post Publishing Company, The Advertiser Newspaper Company, and the New England Newspaper Publishing Company, representing the Boston American, is hereby signed in duplicate by the au-

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thorized officers of the various newspaper corporations and by the officers of the Stereotypers' Union No. 2, duly authorized to represent that Organization.

Publishers.

(Signed)

.....

Representing Stereotypers' Union No. 2.

(Signed)

Boston Globe,
 By.....Treasurer.
 Boston Herald,
 By.....Treasurer.
 Advertiser Newspaper,
 By.....
 Journal Newspaper Co.
 By.....President.
 Post Publishing Co.
 By.....President.
 N. E. Newspaper Pub. Co.
 By.....Treasurer.

Approved by.....

President, International Stereotypers' and
 Electrotypers' Union.

STONE CUTTERS.

Agreement between Journeymen Stone Cutters of Springfield and Vicinity, Branch of Journeymen Stone Cutters Association of North America, and Employers. — In effect July 1, 1914.

This agreement is entered to govern the Stone Cutters of Springfield and vicinity, Branch of Journeymen Stone Cutters' Association of North America to take effect on July 1, 1914. To be continued until otherwise changed.

1. The minimum wages of this Branch shall be 56½c per hour in all yards, shops or buildings on work cut in our vicinity by our recognized employers of our Branch, 65c per hour for cutters working on all work for anyone not one of our recognized employers on work coming in, cut from outside of our vicinity.

2. The hours of labor shall be 8 hours, Monday, Tuesday, Wednesday, Thursday and Friday between the hours of 7 A.M. to 5 P.M. Saturday between the hours of 7 A.M. to 12 Noon.

3. All work done over the specified time shall be paid at the rate of double time. Holidays to be observed, July 4th, Labor Day, Christmas. No work to be done on these days unless absolutely necessary.

4. Jobbers and fitters to be allowed to work on Saturday afternoon on buildings where Saturday afternoon is not observed by the bricklayers and masons. This is not to be construed as to give jobbers and fitters the privilege to work on Saturday afternoon, but to prevent others from taking advantage to do our work.

5. When a man is sent from a yard or shop to do fitting or jobbing of any kind he shall receive his car fare to and from work each day. If sent where it is not convenient for him to return at night he shall receive his board and room. He must travel the first day on employer's time, or any other time he may have to call at the yard or shop for tools or any other business concerned in his work. The employer to pay all board and expenses when out of town working up to 31 days or less.

6. Apprentices and members to be controlled by the General Union Constitution, all trouble must be settled by arbitration as per agreement with the National Cut Stone Contractors' Association and the Journeymen Stone Cutters' Association of North America.

7. All members must pay all dues, levies and other assessments placed on them by a

Stone Cutters.

majority vote at any regular meeting. If a member refuses to pay, the shop steward will immediately notify employer who shall see that he pays up to avoid further trouble.

8. In no case shall a member be discharged for taking action in his union's welfare.

9. Members shall receive their wages once a week before stopping time pay day. Pay day to be agreed upon by the employer and men employed if a pay day has not already been established, Saturdays preferred; all jobbers and fitters to receive pay on job or will appear at yard or shop for same before stopping time (pay day).

10. None but members of the Journeymen Stone Cutters' Association of North America or those eligible to membership to be employed as per agreement with National Cut Stone Contractors' Association. Anyone using Stone Cutters' tools to come under our rules. Stone cutting shall consist of all stone, artificial stone and cement blocks where any cutting is to be done according to our General Constitution.

11. This Branch will not allow any member to work on buildings without permission of Branch. This is to avoid possible accidents.

This agreement is entered into for the purpose of harmony and peace between employer and employee and shall not be changed in any way unless agreed upon by the parties concerned by giving three months' notice. Arbitration will be used at all times to settle disputes.

STREET AND ELECTRIC RAILWAY EMPLOYEES.

Agreement between Boston Elevated Railway Company and Division No. 589 of the Amalgamated Association of Street and Electric Railway Employees of America, May 1, 1916 to April 30, 1919.

PREAMBLE.

Articles of Agreement made and entered into this first day of May, 1916, by and between the Boston Elevated Railway Company (hereinafter called the "Company"), party of the first part, and the Amalgamated Association of Street and Electric Railway Employees of America, and Division 589 thereof (hereinafter called the "Association," which term shall include both the Amalgamated Association of Street and Electric Railway Employees of America, and said Division 589) and which term shall include the following employees of the Company:—All blue uniform men such as motormen, conductors, guards, brakemen and trolley men, all men operating cars and trains of the Company, all gatemen, watchmen and warders, all employees of the carhouses and pit department, all employees of the track department, all collectors, and employees in the receiving department, janitors, watchmen, yard crews, elevator men, porters, clerks, vacuum cleaners and laborers, who are members of the Amalgamated Association of Street and Electric Railway Employees of America and said Division 589, party of the second part:

WITNESSETH:

That the purpose and intent of this agreement is to provide a working understanding between members of the Association in the employ of the Company, and the Company, each through its duly accredited officers; to provide as satisfactory service to the public as possible; to provide as good working conditions for said members as possible, and to properly protect the interests of the Company; and to provide

That in the operation of the railway of the Company and respecting the relations to exist during the term of this contract between the Company and those of its employees who during the life of this agreement are members of said Association both parties hereto mutually agree:

Street and Electric Railway Employees.**PART ONE — GENERAL.****SECTION 1.****ARBITRATION.**

The Company agrees to meet and treat with the duly accredited Officers and Committees of the Association upon all questions arising between them, and should any difference arise between them which cannot be mutually adjusted, the same shall be submitted, at the request of either party, to a Board of Arbitration to be selected in the following manner:—

One arbitrator shall be chosen by the Company, one by the Association, the two arbitrators so chosen shall meet daily to select a third, and the three arbitrators so chosen shall then endeavor to meet daily for the purpose of adjusting said difference, and the decision of the majority of said Board, submitted in writing to the Company and the Association, shall be binding upon both parties.

In the event of the failure of either party to appoint its arbitrator within six (6) days after arbitration is decided upon, the party so failing shall forfeit its case. Each party shall bear the expense of its own arbitrator and the expense of the third arbitrator shall be borne equally by the parties hereto.

SECTION 2.**MEMBERSHIP IN THE ASSOCIATION.**

The Company will do nothing to prevent or discourage any employee from becoming or continuing to be a member of the Association, and will in no way discriminate against a member thereof because of such membership. The Association will not discriminate against any person in the employ of the Company because of his refusal to join the Association or to continue a member thereof, but if any member of the Association is expelled or suspended from his membership therein for violation of any of the provisions of this agreement, the Company, being satisfied that such expulsion or suspension was for such reason and was justifiable, shall dismiss such employee from its service. If any member of the Association employed by the Company neglects or refuses to pay to the Association any dues or assessments which have duly become a liability from him to the Association during his membership thereof, and while such employee, and before notice in writing by him to the Secretary of Division No. 589 of the Association of which he is a member, of his desire and intention to discontinue his membership therein, and shall continue such refusal to pay such sum or sums as are so justly due from him to the Association, after a determination by the Company of the justice of the claims of the Association for such sums from such employee, the Company will discharge such employee from its service or suspend him until all such sums have been paid.

SECTION 3.**GRIEVANCES — ADJUSTMENT OF.**

Any member of the Association in the employ of the Company who is suspended or discharged by the Company or feels aggrieved during the term of this agreement shall have the right to have her or his case taken up by the officers of the Association. In all cases where said member of the Association desires to take up her or his case they shall call this to the attention of their immediate superior within seventy-two (72) hours from the time of the receipt of notification by her or him of suspension or discharge, or from the time when matter on which she or he feels aggrieved has occurred. If the officers of

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the Association desire to take up the case they shall then proceed as provided in the Order of Procedure mutually agreed upon.

Nothing in this section or in the "Order of Procedure" referred to shall prevent any officer of the Association from taking up with an official of the Company any grievances of any member.

When the Association takes up a case with the Company an earnest endeavor shall be made to reach an adjustment of the same with each successive officer before appealing to the next.

Both the officers of the Association and the officers of the Company shall take up all matters arising between them with promptness and dispatch.

In case of suspension or discharge of an employee, reasons for such suspension or discharge shall be given the employee on request, and upon his written request the officers of the Association shall be furnished with same within twenty-four (24) hours after such request has been made.

Any member of the Association in the employ of the Company who is suspended or discharged from the service and after investigation is not found guilty of sufficient cause to warrant such action shall be reinstated and paid for such lost time as may be decided upon.

SECTION 4.**LEAVE OF ABSENCE.**

The Company agrees that the officers of the Association shall be granted leave of absence on organization business when so requested, provided reasonable notice shall be given of request for such leave of absence. It further agrees that any member of the Association who now holds office, or shall be elected to office in the Association, or is required to do any work for the Association which necessitates his absence from the Company's employ, shall, upon his return, be placed in the position, rating and rate of pay in the employ of the Company which he would be entitled to notwithstanding his absence as above described.

Any employee of the Company taking other employment during leave of absence shall be considered to have terminated his service with the Company.

SECTION 5.**EMPLOYEES TRANSFERRED OR REMOVED.**

In no case shall an employee be transferred or removed from any position against her or his wishes to make place for another. Employees may only be removed from their present positions for unsatisfactory service, lack of work, or failure to qualify, except as hereinafter provided for. In all cases of consolidations or reorganizations, employees affected are to follow their work, to the extent that work may exist under such changed conditions, and shall take their places under the new conditions according to the respective rating of all concerned.

SECTION 6.**UNIFORM REGULATIONS.**

Uniforms and caps may be purchased in the open market, provided they conform to the Company's specifications and pass its inspection.

Street and Electric Railway Employees.**SECTION 7.****RATING LIST.**

The Company shall post in each rating station and department a list giving the seniority rating of each employee in that rating station and department and the rate of wages received. This list shall be corrected each time an employee is hired or leaves the service, and is to show the order in which men laid off are to be given an opportunity to return to work.

SECTION 8.**(A) DEVELOPMENT OF NEW FORM OF TRANSPORTATION.**

Any new form of transportation, or any work of blue uniformed men, which may be in the future developed and put in operation by the Company, and which is not already covered by this Agreement regarding wages, conditions, questions of seniority, etc., shall be settled by conference between the duly authorized officers of the Association and the Company.

(B) CONTINUATION OF PRESENT CONDITIONS.

With respect to number of trips on Sundays and holidays, late special cars, snow work, and free transportation of employees, conditions shall remain as provided for in the finding of the Board of Arbitration of January 15, 1914.

PARTS TWO-FOUR (Sections 9-37, inclusive) include rules governing the employees on Surface Lines, Rapid Transit Lines, and Miscellaneous Departments. A list of these rules, the text having been omitted, except in a few cases of special significance, follows.

PART TWO — SURFACE LINES.

(Sections 9-20.)

SECTION 9.

Interview of employees.

SECTION 10.

Seats.

SECTION 11.

- (A) Selection of runs.
- (B) Permanent vacancies.
- (C) Emergency runs.
- (D) Temporary vacancies.
- (E) Rating on return from temporary absence.
- (F) Absence at time of selection.
- (G) Selection of night cars.

SECTION 12.

- Transfer of employees.
- (A) Transfer with line of cars.
- (B) Transfer from one division to another.
- (C) Transfer from one rating station to another.

- (D) Men transferred at their own request.

- (E) Loaning of men.
- (F) Extension of rapid transit lines.

SECTION 13.

Posting of work list.

SECTION 14.

- Snow work.
- (A) Selection of snow work.
- (B) Emergencies.
- (C) Meals.
- (D) Men taken from original assignment.
- (E) Men called when off duty.

SECTION 15.

- (A) Probationary period.
- (B) Men under instruction.

Street and Electric Railway Employees.**SECTION 16.**

- (A) Method of making out work list.
- (B) Assignment of work.
- (C) P. M. details.
- (D) Sand car work.
- (E) Flagging, watching, etc.
- (F) Convalescent men.
- (G) Service car motormen.
- (H) Pleasant weather extras and special cars.
- (I) Dead-heading.
- (J) One day off in fifteen.
- (K) Time for reporting and turning in.
- (L) Instructors.

SECTION 17.

Accident reports.

SECTION 18.¹

- (A) Hours of labor for conductors and motormen.
- (B) Schedule runs.
- (C) Outside time — schedule runs.
- (D) Extra runs.
- (E) Outside time — extra runs.
- (F) Overtime.
- (G) Minimum pay.
- (H) Rate for night work.
- (I) Time schedules effective.

SECTION 19.

Late special cars.

SECTION 20.

Rate for snow work.

PART THREE — RAPID TRANSIT LINES.

(Sections 21-35.)

SECTION 21.

Interview of employees.

SECTION 22.

Seats.

SECTION 23.

- (A) Selection of runs.
- (B) Permanent vacancies.
- (C) Emergency runs.
- (D) Pleasant weather extras.
- (E) Temporary vacancies.
- (F) Rating on return from temporary absence.
- (G) Absence of time of selection.

SECTION 24.

Transfer of men.

- (A) From one rating district to another.
- (B) Transfer due to promotion.
- (C) Loaning of men.
- (D) Extension of rapid transit lines.

SECTION 25.

Posting of work list.

SECTION 26.

Snow work.

- (A) Men called when off duty.
- (B) Emergencies.

SECTION 27.

- (A) Method of making out work list.
- (B) P. M. details.
- (C) Change in method of giving out work to extra men.
- (D) Dead-heading.

SECTION 28.

- (A) Promotion from one class to another.

SECTION 29.

- (A) Pay for work in higher class.
- (B) Putting up or pulling out trains.
- (C) Instructors.
- (D) Accident reports.

SECTION 30.

Work trains.

¹ In view of the import of this section the text in full has been printed at the end of Part IV (see p. 194).

Street and Electric Railway Employees.**SECTION 31.****Yard work.**

- (A) Rating and selection of work.
- (B) Permanent vacancies (yard service).
- (C) Extra yard men.
- (D) Promotion (yard service).
- (E) Refusal to take regular position.
- (F) Assignment of extra yard work.
- (G) Return of yard men to passenger service.

SECTION 32.

Probationary period.

SECTION 33.

One day off in fifteen.

SECTION 34.¹

- (A) Hours of labor for motormen, guards, and brakemen.
- (B) Schedule runs.
- (C) Outside time — schedule runs.
- (D) Extra runs.
- (E) Outside time — extra runs.
- (F) Overtime.
- (G) Minimum pay.
- (H) Rate for night work.
- (I) Time schedules effective.

SECTION 35.

Rate for snow work.

PART FOUR — MISCELLANEOUS DEPARTMENTS.

(Sections 36, 37.)

SECTION 36.

- (A) Seniority.²
- (B) Reduction and increase in forces.
- (C) Probationary period.
- (D) Temporary increase in forces.
- (E) Promotion.
- (F) Transfer of employees.

- (G) Advertising vacancies.
- (H) Temporary sub-foremen.
- (I) Temporary changes.

SECTION 37.

- (A) Overtime.
- (B) Irregular night work.

SECTION 18.**(A) HOURS OF LABOR FOR CONDUCTORS AND MOTORMEN.**

The hours of labor hereinafter specified shall remain in force from sixty (60) days after the signing of this agreement to May 1st, 1919.

The members of the Association desire that runs shall be laid out according to hours of labor hereinafter specified and the Association agrees that its members shall take the runs so laid out.

(B) SCHEDULE RUNS.

(1) A schedule run is to be any run which provides between eight and nine and one-half hours platform work as hereinafter provided.

(2) The Company agrees to arrange as many schedule runs as feasible with platform time as above and under conditions as hereinafter provided.

(3) At least seventy per cent. of all schedule runs shall be laid out with outside times

¹ The rules contained in Section 34 are the same as those in Section 18 with the omission of paragraph 2, part 5, division B. For text of Section 18 see this and following page.

² This clause reads: "Seniority shall prevail in so far as is practicable in all departments and shops."

Street and Electric Railway Employees.

not to exceed 11 hours, and in no case is a schedule run to have outside time in excess of 14 hours.

(4) This arrangement of schedule runs is to apply to the road as a whole, but the percentage may vary at different rating stations. Such variation must not reduce the number of runs in 11 outside hours more than 5 per cent. of the schedule runs at any one rating station.

(5) In determining the percentages as above specified time allowed for reporting and turning in is not to be taken into consideration.

The time for reporting and for making up work at the end of the day in the case of Conductors and Motormen on Surface Lines shall not be figured in determining whether a run exceeds the inside limit of $8\frac{1}{2}$ or $9\frac{1}{2}$ hours or the outside limit of 11 or 14 hours, nor is it to be paid for if together with the actual platform time it does not exceed in the aggregate $8\frac{1}{2}$ hours.

(6) Ten minutes shall be allowed on schedule runs for reliefs in excess of one, but no schedule run shall have more than two breaks.

(7) Layoffs of thirty minutes or less in schedule runs shall be paid for as platform time.

(8) All schedule runs with platform time of less than $8\frac{1}{2}$ hours shall pay $8\frac{1}{2}$ hours.

(9) All schedule runs with platform time in excess of $8\frac{1}{2}$ hours but less than $8\frac{1}{2}$ hours shall pay $8\frac{1}{2}$ hours.

All schedule runs with platform time in excess of $8\frac{1}{2}$ hours but less than 9 hours shall pay 9 hours.

All schedule runs with platform time in excess of 9 hours but less than $9\frac{1}{2}$ hours shall pay $9\frac{1}{2}$ hours.

All schedule runs with platform time in excess of $9\frac{1}{2}$ hours but less than 9½ hours shall pay 9½ hours.

(c) OUTSIDE TIME — SCHEDULE RUNS.

Men having schedule runs with outside time on the schedule exceeding 11 hours are entitled to additional compensation at the rate of 25 per cent. of the employee's regular hourly rate for the first and second excess hours or fraction thereof, and 50 per cent. for the third excess hour or fraction thereof. Computation of time to be made in fifteen minute periods.

In the case of men having runs with an outside limit exceeding 11 hours no additional compensation is to be paid for excess of actual outside time beyond the schedule time.

(d) EXTRA RUNS.

All platform work other than schedule runs shall be known as extra runs, which shall be completed within 14 outside hours, except that this outside limit may be exceeded on Saturdays or in cases of emergency or unusually heavy traffic such as holiday service, circus week, opera, etc., and except where extra runs are combined with schedule runs.

(e) OUTSIDE TIME — EXTRA RUNS.

For extra runs all time in excess of 13 hours outside time shall be compensated for at the rate of 25 per cent. of the employee's regular hourly rate for the first and second excess hours or fraction thereof and 50 per cent. for the third excess hour or fraction thereof and thereafter. Computation of time to be made in fifteen minute periods.

(f) OVERTIME.

Payment for platform time in excess of nine hours is to be at the regular hourly rate.

Street and Electric Railway Employees.**(g) MINIMUM PAY.**

All extra blue uniform employees called to report for work and who report and are not assigned to work to the extent of $6\frac{1}{2}$ hours shall receive not less than $6\frac{1}{2}$ hours' pay therefor, provided they remain on duty as long as required, not to exceed 14 hours. The same minimum wage guarantee shall be applied to collectors and porters.

(h) RATE FOR NIGHT WORK.

Regular night work shall be paid for at regular rates.

(i) TIME SCHEDULES EFFECTIVE.

Schedule providing for runs in accordance with hours herein agreed to shall be posted to go into effect not later than 60 days after the date of signing this agreement.

PART FIVE — SCHEDULES.**SECTION 38.****PERIODS FOR WHICH AGREEMENT IS TO REMAIN IN FORCE.**

The terms of the agreement with respect to periods of time shall be as follows:

1. As to rates of wages from May 1st, 1916, to May 1st, 1919.
2. As to graduated scale of blue uniformed men, May 1st, 1916, to May 1st, 1919.
3. As to classifications of employees other than blue uniformed men, May 1st, 1916, to May 1st, 1919, except that when a man's hours of work per day have been reduced by the agreement it shall be from the date at which his hours are actually reduced to May 1st, 1919.
4. In such excepted cases an increase of 5% shall be paid from May 1st, 1916, to the date at which his hours are actually reduced.
5. As to minimum wage guarantee of blue uniform men from May 1st, 1916, to May 1st, 1919.
6. As to hours of labor in Department of Maintenance of Way from 30 days after signing of agreement to May 1st, 1919.
7. As to compensation for extra hours of blue uniform men and computation of fractional hours from a date not more than 60 days after signing of agreement to May 1st, 1919.
8. As to period affecting the hours of labor of blue uniform men agreed upon by the Association and the Company from a date not more than 60 days after the signing of the agreement to May 1st, 1919.
9. As to all other matters not specifically covered herein May 1st, 1916, to May 1st, 1919, in so far as it is feasible to compute.
10. Any person in the employ of the Company from and after May 1, 1916, but who has left the employ of the Company prior to the date of signing this Agreement, shall be entitled to additional compensation according to the terms hereof for such time as he remained in the Company's employ after May 1, 1916, and prior to the date of signing this Agreement.

SECTION 39.**SCHEDULE OF WAGES, HOURS, CLASSES, ETC.**

All schedules of wages, hours, classes, etc., as shown on pages 53 to 86 inclusive of Company's printed copy of the Award of the Board of Arbitration between the Boston Elevated Railway Company and the Boston Carmen's Union, Division 589 of the Amalga-

Street and Electric Railway Employees.

mated Association of Street and Electric Railway Employees of America, January 15, 1914, shall continue in effect from May 1, 1918, to May 1, 1919, except as otherwise specifically provided in this Agreement, it being understood that so far as such changes relate to the schedules themselves they shall be indicated in the schedules to be made a part of this Agreement, and upon the further understanding that the Amalgamated Association agrees to such schedules as modified herein to the extent that it has jurisdiction under the ruling of the American Federation of Labor over the classes of work specified in such schedules.

Then follow schedules of wages in which are set out in detail the rates which shall apply for periods stated, according to years of service, particular place of employment or designated position for the following occupations:

SURFACE LINES.

Motormen and Conductors.

RAPID TRANSIT LINES.

Motormen. Brakemen.
Guards. Gatemen.

Blacksmiths and Horsehoers.
Blacksmiths' Helpers.
Brass Finishers.
Bridgemen and Housesmiths.
Harness Makers.
Linemen.
Masons.
Machinists.
Outside Carpenters.
Painters.
Pavers.
Plumbers.
Riggers.
Car Shifters.
Laborers.
Power Station Men.
Switchmen.
Track Cleaners.
Trolley Men.
Yard Crews.
Collectors.
Crane Operators.
Roofers.

Steam Fitters.
Structural Iron Painters.
Tinsmiths.
Trimmers.
Welders.
Wiremen and Electricians.
Wiremen's Helpers.
Wood Workers.
Inside Carpenters and Mill Men.
General Helpers.
Armature Room Workers.
Boiler Room Engineers.
Draw Tenders.
Firemen.
Hoisting Engineers.
Mechanics.
Oilers.
Carhouse Repairers.
Signalmen and Interlockers.
Switchboard Operators.
Teamsters.
Trackmen.
Car Cleaners.
Elevator Men.
Hostlers and Stablemen.
Office Clerks.
Porters.
Stock Room Clerks.
Treasury Department Employees.
Vacuum Cleaner Operators.
Watchmen.

In connection with the wage schedules for the above occupations appears the following text:

The Company further agrees that if during either the fiscal year ending June 30, 1918, or June 30, 1919, it shall pay dividends upon its stock at the rate of 6% per annum, then ½c shall be added to all rates above specified or referred to for the third year of the agreement, namely, May 1, 1918 to May 1, 1919.

Unless otherwise provided for in this agreement, all conditions, hours, rates, etc., covered

Street and Electric Railway Employees.

by the agreement between the Amalgamated Association of Street and Electric Railway Employees of America and Division 589 thereof, and the Boston Elevated Railway Company of May 1st, 1913, shall be and hereby are made a part of this agreement.

PART SIX contains an "Appendix to Schedules", showing changes to be made in the schedules contained in the report of the Board of Arbitration, in the matter of a controversy between the Boston Elevated Railway Company and Street and Electric Railway Employees Union No. 589 of January 15, 1914, before applying increases provided for under this agreement.

PART SEVEN — FINAL SECTION.

Except so far as other periods of time are otherwise herein provided for, this agreement and the provisions thereof shall continue in force and be binding upon the respective parties hereto until the first day of May, 1917, and from year to year thereafter unless changed by the parties hereto. Either of the parties hereto desiring a change in any section or sections of this agreement shall notify the other party in writing of the desired change thirty (30) days prior to the end of each year, which is the first day of May. After such notice the agreement shall then be opened up and the change or changes desired shall be considered. Upon failure to reach a mutual agreement upon any of the changes desired by the parties hereto the same shall be arbitrated as provided for in this agreement, and the award shall then be entered into and become a part of this agreement.

All matters for which the periods of time for which they are to remain in force are fixed by this agreement, shall remain in force for the periods of time specified in the agreement, and from year to year thereafter unless changed by the parties hereto in the manner above provided. Notwithstanding anything contained in this section and Section 1 hereof, the hours of labor of Conductors, Guards, Motormen, Brakemen and Gatemen shall not become the subject matter of arbitration under the provisions of this agreement except so far as any question may arise as to the observance of the agreement itself concerning the hours of labor. It is agreed that the compensation for such employees fixed by this agreement is based upon the hours of labor provided by Sections 18 and 34 of this agreement.

IN WITNESS WHEREOF, the Boston Elevated Railway Company has caused these presents to be signed in its name and behalf by its President and Executive Committee thereunto duly authorized, and the Association has caused these presents to be signed in its name and behalf by the President, Secretary, Business Agent, Executive Board and other members of Conference Committee of Division 589, thereunto duly authorized, and by the President and General Executive Board Member, thereunto duly authorized, of the Amalgamated Association of Street and Electric Railway Employees of America.

Boston Elevated Railway Company,

By
President.

.....
Executive Committee.

.....
Vice-President.

Amalgamated Association of Street and Electric Railway Employees of America,

By
International President.

.....
General Executive Board Member.

Street and Electric Railway Employees.

Amalgamated Association of Street and Electric Railway Employees of America,
Division 589,

By.....	.....	.....
.....	<i>President.</i>	.....
.....
.....	<i>Secretary.</i>	<i>Executive Board.</i>
.....
.....	<i>Business Agent.</i>	.....
.....	.....	<i>Other Members of Conference Committee.</i>

TEAMSTERS, CHAUFFEURS, AND WHARFMEN (COAL).

Agreement between Local Union No. 68, International Brotherhood of Teamsters, Chauffeurs, and Wharfmen and Coal Dealers of Boston and Vicinity, June 1, 1916 to May 1, 1918.

ARTICLE I.

When hiring teamsters, chauffeurs and wharfmen, members of the International Brotherhood of Teamsters, or those willing to become members at the next meeting, shall be given the preference.

ARTICLE II.

HOURS OF LABOR: From May 1st to May 1st, nine hours shall constitute a day's work
Three horse teamsters shall report not later than 6.00 A.M.

Two horse teamsters shall report not later than 6.15 A.M.

One horse teamsters shall report not later than 6.30 A.M.

The men will leave the barn at 6.55 A.M., and have teams hitched and ready for work at 7.00 A.M. Wharfmen to be ready for work not later than 7.00 A.M.

Chauffeurs to report for work at 6.45 A.M., and to be ready to leave garage at 7.00 A.M.

When teamsters, chauffeurs and regular wharfmen are required to work as carmen, wheelers or trimmers in vessels, they shall receive 40c per hour.

Teamsters and chauffeurs shall not be required to carry in coal between April 1st and October 1st of each year in excess of one ton lots, except at such wharves where there is an insufficient number of jobbers, when the teamsters will be given an opportunity to carry in coal in preference to being laid off; and between the months of October and April they shall not be required to carry in coal in excess of one ton. The above rule does not apply in cases of emergency.

The day's work from May 1st to May 1st is to end practically at 5 P.M., with one hour for dinner, as near twelve as possible. In no case shall a man be asked to go out after 11.30 without his dinner. If a teamster, chauffeur or wharfman is sent out on or after five o'clock without being allowed an hour for his supper without pay for the same, and does not return until seven o'clock, he shall be paid an extra hour for his supper. On Saturdays, from April 1st to October 1st, the day's work will end practically at 12 M., and teamsters, chauffeurs and regular wharfmen shall be given a half-holiday, for which no deduction of pay shall be made.

Teamsters shall not be required to clean stalls in the morning.

Teamsters, Chauffeurs, and Wharfmen (Coal).**ARTICLE III.**

No teamster or chauffeur shall be required to go to the stables on Sunday.

ARTICLE IV.

When employees are to be laid off, notice of the same shall be given them the night before.

When employees are to be laid off, the same shall be laid off in their turn, as far as possible.

When regular men are laid off on Saturdays, they shall receive one-half ($\frac{1}{2}$) a day's pay.

If a teamster or chauffeur hitches out in the morning he shall be given a day's pay for the same, and if a regular wharfman reports for work he shall be paid a day's pay for the same.

ARTICLE V.**SCHEDULE OF WAGES FROM JUNE 1, 1916, TO MAY 1, 1918.**

The minimum rate of wages recognized by this agreement shall be as follows:

One Horse Teamsters,	\$15.00 per week.
Two Horse Teamsters,	16.00 per week.
Three Horse Teamsters,	17.00 per week.
Wharfmen,	15.00 per week.
Electric Truck Chauffeurs,	17.00 per week.
Gasoline Truck Chauffeurs,	19.00 per week.

All overtime shall be paid at the regular rate of wages, as follows:

One Horse Teamsters,	28c per hour.
Two Horse Teamsters,	30c per hour.
Three Horse Teamsters,	32c per hour.
Wharfmen,	28c per hour.
Electric Truck Chauffeurs,	32c per hour.
Gasoline Truck Chauffeurs,	36c per hour.

ARTICLE VI.

Teamsters, chauffeurs and regular wharfmen when required to work over the regular time shall be paid at the above rate of time wages, except on Sundays and holidays, when they shall receive double time as follows:

One Horse Teamsters,	56c per hour.
Two Horse Teamsters,	60c per hour.
Three Horse Teamsters,	64c per hour.
Wharfmen,	56c per hour.
Electric Truck Chauffeurs,	64c per hour.
Gasoline Truck Chauffeurs,	72c per hour.

A teamster, chauffeur or wharfman who works three-quarters ($\frac{3}{4}$) of an hour after closing time shall be entitled to one hour's overtime. On Saturday afternoons all overtime to teamsters, chauffeurs and regular wharfmen shall be paid at the rate of overtime wages as indicated in Article 5 of this agreement with the exception of one horse teamsters and regular wharfmen, who shall be paid at the rate of 30c per hour.

All overtime shall be paid weekly.

Teamsters, Chauffeurs, and Wharfmen (Coal).**ARTICLE VII.**

The holidays recognized in this Agreement are as follows: Washington's Birthday, Lexington Day, Memorial Day, June 17th, July 4th, Labor Day, Columbus Day, Thanksgiving Day, Christmas Day (and under no ordinary circumstances shall any member of the organization be allowed to work on Labor Day). Also all days which may become legal holidays. The days herein named shall not be deducted from the weekly salary of the regular teamsters, chauffeurs and wharfmen.

ARTICLE VIII.

When a member of said Local Union is discharged, he shall be given a fair and impartial hearing before his employer if he so requests.

ARTICLE IX.

Both parties to this Agreement agree that no strike or lockout will take place unless a grievance exists between employer and employee and both parties further agree to submit any disagreement to the State Board of Arbitration and their decision shall be accepted as final by both parties.

It is also agreed that in case any change in this Agreement is contemplated at its expiration by either party, sixty days' notice of same shall be given.

THIS AGREEMENT shall remain in force and shall not be altered from June 1, 1916, to May 1, 1918.

Committee of Coal Dealers of Boston and Vicinity:	Committee of Local Union 68, Coal Teamsters, Chauffeurs and Helpers:
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Chairman.

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Chairman.

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TELEGRAPHERS.

Rules and Rates of Pay for Towermen of the Boston Elevated Railway Co. — In effect September 15, 1916.

Articles of Agreement made and entered into this fifteenth day of September, 1916, by and between the Boston Elevated Railway Company (hereinafter called "The Company"), party of the first part, and The Order of Railroad Telegraphers, and Div. No. 156 thereof (hereinafter called "The Organization"), party of the second part.

WITNESSETH: That the purpose and intent of this Agreement is to provide a working understanding between members of the Organization in the employ of the Company, and the Company, each through its duly accredited officers, to provide as satisfactory service to the public as possible, to provide as good working conditions for said members as possible, and to properly protect the interests of the Company; and to provide that in the operation of the railway of the Company, and respecting the relations to exist during the term of this contract between the Company and those of its employees who during the life of this Agreement are members of said Organization, both parties hereto mutually agree:

Telegraphers.

1. The Company agrees to meet and treat with the duly accredited Officers and Committees of the Organization upon all questions arising between them, and should any difference arise between them which cannot be mutually adjusted, the same shall be submitted, at the request of either party, to a Board of Arbitration to be selected in the following manner:

One arbitrator shall be chosen by the Company, one by the Organization, the two arbitrators so chosen shall meet daily to select a third, and the three arbitrators so chosen shall then endeavor to meet daily for the purpose of adjusting said difference, and the decision of the majority of said Board, submitted in writing to the Company and the Organization shall be binding upon both parties.

In the event of the failure of either party to appoint its arbitrator within six (6) days after arbitration is decided upon, the party so failing shall forfeit its case. Each party shall bear the expense of its own arbitrator and the expense of the third arbitrator shall be borne equally by the parties hereto.

2. The Company will do nothing to prevent or discourage any employe from becoming or continuing to be a member of the Organization and will in no way discriminate against a member thereof because of such membership. The Organization will not discriminate against any person in the employ of the Company because of his refusal to join the Organization or to continue a member thereof, but, if any member of the Organization is expelled or suspended from his membership therein for violation of any of the provisions of this Agreement, the Company, being satisfied that such expulsion or suspension was for such reason and was justifiable, shall dismiss such employe from its service. If any member of the Organization employed by the Company neglects or refuses to pay to the Organization any dues or assessments which have duly become a liability from him to the Organization during his membership thereof, and while such employe, and before notice in writing by him to the Secretary of Division No. 156 of the Organization of which he is a member, of his desire and intention to discontinue his membership therein, and shall continue such refusal to pay such sum or sums as are justly due from him to the Organization, after a determination by the Company of the justice of the claims of the Organization for such sums from such employe, the Company will discharge such employe from its service or suspend him until all such sums have been paid.

3. All such employes assigned by proper authority to operate interlocking machines, record the passage of trains at towers, and perform the duties of Towerman, whether termed telegrapher, leverman, helper or telephone operator connected with the movement of trains, shall be hereafter referred to as Towermen, and shall be governed by the provisions of this Agreement.

4. They shall be governed by such general and special rules as apply to Towermen in Book of Rules for the government of Employees of Rapid Transit Lines. Permanent orders or instructions regarding train movements, or relating to traffic in whatever character, will in no case be given orally, excepting in emergency cases when it becomes necessary to issue such orders for the benefit of immediate action; then, and in every such case, such orders will be verified by proper letter over signature of official issuing such orders or instructions. No order or orders shall be given by any person or persons excepting the Superintendent, Train Master, Chief Train Dispatcher, Dispatcher on Trick, District Supervisors, Starters, or any properly accredited representatives of the Superintendent of Rapid Transit Lines, General Orders excepted.

5. Employees as designated in Article 3 shall not be disciplined without a hearing unless they waive it. If suspended pending investigation, same shall be held within seven days from date of suspension. If exonerated, they shall be allowed to resume their duties and be paid an amount equivalent to what they would have earned had action not been taken.

Telegraphers.

6. Any such employee aggrieved as to the result of discipline or any decision, shall have the right to appeal in person or through a committee of fellow employees, not exceeding three, to the higher officials of the Company in regular order to the President. Such appeal to be made in writing within ten days from date of notice of such discipline or decision.

7. Employees as designated in Article 3 shall be in line for promotion to higher positions within the service herein referred to upon the lines of the Company where similar service or duties are required. Advancement will be made on the basis of seniority, so far as practicable, the fitness of an employee for the position sought to be determined by proper officials of the Company, provided that the senior applicant will be given a fair and impartial examination for the position bid or applied for, if any doubt exists as to his ability.

8. In the event of the abolishment of a position, the men affected shall have the right to choose any position to which their seniority entitles them.

9. Towermen, whenever required to break in or instruct men in the tower service of the Company, will be paid two and a half (2½) cents per hour during the period required for such instruction in addition to their regular wages.

10. Vacancies will be advertised by notice on the daily bulletin within seven days from date on which the vacancy occurs, with limitation of the time and conditions under which applications will be received. Said time limit to be not less than four days from date posted. The vacancy will be filled by the men entitled to it within fourteen days after it is assigned by bulletin.

11. Any employee herein referred to shall have the right to bid for any advertised position as above described, whether it be a position paying more or less than the one held. If qualified for the position sought, without the necessity of instruction, he shall, when placed in the position, receive the wage of the position taken. If not qualified and breaking in or instructions are necessary, he shall receive the rate of pay of the position then held until fully qualified or placed in the position sought. If the position sought is one of a lower rate of wage than that of the position then held, he shall receive the lower rate of pay while breaking in for or when assigned to the position sought. When an employee covered by Article 3 has bid in a position, he will not be permitted to bid for the former position until it has been once filled and again becomes vacant.

12. (a) Employees in the tower service if called upon to perform work in a higher paid class in tower service, shall receive the pay thereafter of such higher class while they remain in that class.

(b) Where an employee may be called upon to temporarily perform work in a lower paid class, no change in his rate of pay shall be made.

13. (a) In so far as practicable, when Towermen are temporarily absent their positions shall be filled by other Towermen in the manner herein described, if said Towermen are available.

(b) In towers where assistants are employed, the first trick assistant at that tower may relieve the first trick right hand man, and the second trick assistant at that tower may relieve the second and third right hand men.

(c) In Tower "A," when assistant is not available, the split trick man may substitute for all right hand men in that tower.

(d) In Tower "D" the split trick man may substitute for all right hand men in that tower.

(e) In towers having assistants, the first trick towerman at Tower "J" may relieve the first trick assistant and split trick man, except at Tower "A" split trick man may work for first trick assistant, and second trick man at Tower "J" may relieve the second trick assistants and they shall be entitled to the work of the man relieved.

(f) In towers having no assistants the first trick towerman at Tower "J" may relieve the first trick right hand man, and second trick towerman at Tower "J" may relieve

Telegraphers.

second and third right hand men, except that at Towers "G" and "H" the assistants at Tower "F" may do the relieving, the men at Tower "J" going to Tower "F."

14. That Towermen legitimately absent on account of sickness, or otherwise, may have opportunity to protect their rights and privileges in the bidding for advertised vacancies, they shall deliver to the Superintendent of Rapid Transit Lines written authority to bid for them. Such written authority must be received by Superintendent in time to comply with limitations of time fixed for filling the vacancies.

15. Classes of service, hours of work, and rates of wage shall be as follows:

POSITIONS.	Hrs. per Day	Present Rate	9-15-16 to 9-15-17	9-15-17 to 9-15-18	9-15-18 to 9-15-19
Towermen (R.H.) at towers operated 24 hrs. daily, 1st and 2nd tricks,	8	40c	41c	42c	43c
Towermen (R.H.) at above towers, 3rd tricks,	8	39c	40c	41c	42c
Relief Towermen,	8-4½	40c	41c	42c	43c
Assistants (L.H. and Split Trick Towermen),	8½	35c	36c	37c	38c
Towermen at towers operated only during hours of train operation,	9½	30c	31c	32c	33c

16. (a) Each Towerman's position shall be relieved one full day every eighteen (18) days without diminution of pay to the Towerman thus relieved, provided he has worked seventeen (17) days since his last day off with pay.

(b) Towermen, temporarily assigned to work positions other than their own, shall be relieved the same day as though they were working their own positions, and are not to be entitled to any other relief.

(c) When a towerman bids out of one position into another his day of relief shall change to that of the position into which he has bid when placed on same.

17. A roster of employes herein described, arranged in order of seniority, will be posted in the towers.

18. (a) When conditions permit, Towermen, upon request, will be granted leave of absence not to exceed 30 days, with privilege of extension at the discretion of the Superintendent.

(b) In cases of sickness or disability, such absence may be of indefinite duration, the absentee being required to report his condition and whereabouts at least once in two weeks.

(c) The acceptance of another position while on leave of absence shall be considered as terminating service.

19. This Agreement shall go into effect September fifteenth, 1916, and remain in full force until September fifteenth, 1919, both days inclusive, and continue in force and be binding upon the respective parties from year to year thereafter unless changed by the parties thereto. Either of the parties hereto desiring a change in any section or sections of this Agreement shall notify the other party in writing of the desired change thirty (30) days prior to September fifteenth, 1919. In case of and after such notice the agreement shall then be opened up and the change or changes desired shall be considered. Upon failure to reach a mutual agreement upon any of the changes desired by the parties hereto, the same shall be arbitrated as provided for in this agreement, and the award shall then be entered into and become a part of this agreement.

IN WITNESS WHEREOF, The Boston Elevated Railway Company has caused these presents to be signed in its name and behalf by its President and Executive Committee

Telegraphers.

thereunto duly authorized, and The Order of Railroad Telegraphers has caused these presents to be signed in its name and behalf by the Vice-President and Chairman and Committee of Employees, members of Div. No. 156, thereunto duly authorized.

The Boston Elevated Railway Company.

[Signed]

President.

.....

Executive Committee.

The Order of Railroad Telegraphers.

.....
 Vice-President.

Committee of Employees, Div. No. 156.

.....
 Chairman.

TOBACCO STRIPPERS.

Bill of Prices of Cigar Factory Tobacco Strippers' Union of Boston, No. 8156, American Federation of Labor. — In Effect September 20, 1913.

Wrapper Booker,	\$9.00 per week of 6 working days.
Wrapper Booker and Stripper,	\$8.00 per week of 6 working days.
All round Stripper and Booker,	\$8.00 per week of 6 working days.
Wrapper Stripper,	\$7.00 per week of 6 working days.
All round Stripper,	\$7.00 per week of 6 working days.
Binder Stripper,	\$7.00 per week of 6 working days.
Havana Fillers, . . . . .	.06 1-2 per lb.
Seed Fillers Split, . . . . .	.04 3-4 per lb.
Seed Fillers Straight, . . . . .	.04 1-2 per lb.
Wrapper Stripper on the Machine,	\$10.00
Binder Stripper on the Machine,	\$9.00

Fillers to be weighed once a day in the presence of Stripper.

Filler Strippers are to be provided with a ticket on which is to be recorded the actual weight of each day's work.

Apprentices on Fillers shall work two weeks for half schedule rate; they will then become members of Cigar Factory Tobacco Strippers' Union, No. 8156, American Federation of Labor.

Collectors may collect Union dues in the Factories in such manner as not to interfere with the time of the employees.

The Hours of Labor shall be from 8 A.M. to 12 M., and 1 P.M. to 5 P.M., except Saturdays when they shall be from 8 A.M. to 1 P.M.

All work done on Sundays and Holidays, whether by piece or weekly hands, shall be at the rate of double pay.

Saturday afternoons shall be considered holidays.

Double pay shall be by the hour.

Sweeping to be done after working hours.

Tobacco Strippers.

No time lost between lots by Filler Strippers.

All Strippers excepting Forewomen, Foremen and Apprentices, shall be members of the Strippers' Union No. 8156, American Federation of Labor.

The schedule of wages herein agreed upon shall not be so construed as to permit the reduction of any weekly wages.

Fillers given to Strippers must contain sufficient moisture to make them stripperable.

Holidays shall not be deducted from weekly hands.

Should either party to this bill of prices require a change therein, the party desiring the change shall furnish the other party with a copy of changes desired at least thirty days prior to said changes being effective.

IV. STATISTICAL TABLES.

TABLE I. — *Number of Unions Reporting Collective Agreements with Employers, Showing Specified Proportions of Employers Accepting Such Agreements: By Occupations.*

OCCUPATIONS.	NUMBER OF UNIONS REPORTING WRITTEN AGREEMENTS SIGNED OR VERBALLY ACCEPTED BY —			Number of Unions Having Written Agreements	Number of Unions Having Verbal Agreements	Number of Unions Reporting No Agreements	Number of Unions Answering Inquiry
	All Employers	More than One-half	One-half or Less				
All Occupations.	418	233	106	764	67	523	1,354
Bakers and confectioners,	4	8	3	15	1	1	17
Barbers,	2	18	5	25	2	5	32
Bartenders,	13	4	—	17	1	9	27
Bill posters and billers,	1	—	—	1	1	1	3
Blacksmiths and helpers,	3	1	—	4	—	3	7
Boilermakers and helpers,	3	—	—	3	—	—	3
Bookbinders,	1	2	—	6	—	—	6
<i>Boot and shoe workers,</i>	<i>36</i>	<i>18</i>	<i>37</i>	<i>91</i>	<i>—</i>	<i>14</i>	<i>105</i>
Boot and shoe workers (mixed),	12	4	12	28	—	5	33
Cutters,	3	1	5	9	—	—	9
Edgemakers,	3	—	—	3	—	1	4
Lasters,	4	1	5	10	—	—	10
Stitchers,	3	1	4	8	—	1	9
Triers, dressers, and packers,	3	1	3	7	—	1	8
Turn workmen,	2	3	1	6	—	—	6
Others,	6	7	7	20	—	6	26
Bottlers and drivers,	7	3	—	10	—	—	10
Brewery workmen,	9	1	—	10	—	—	10
Bricklayers, masons, and plasterers,	5	5	1	11	6	29	46
Carmen, railway,	4	—	—	4	—	1	5
Carpenters,	13	43	2	63	8	76	147
Cigar makers,	13	1	—	14	—	2	16
Clerks, railway,	19	—	—	19	1	1	21
Clerks, retail,	3	4	1	8	1	8	17
Compositors (typographical),	2	9	6	17	—	4	21
Conductors, railway,	6	—	—	6	—	—	6
Cooks and waiters,	1	1	3	5	1	3	9
Coopers,	2	—	—	2	—	2	4
Cutting die and cutter makers,	4	—	1	5	—	1	6
Electrical workers,	8	8	1	17	2	9	28
Engineers, locomotive,	7	—	—	7	—	—	7
Engineers, steam,	3	6	6	15	1	7	23
Firemen, locomotive,	10	—	—	10	—	—	10
Firemen, stationary,	—	—	7	7	1	9	17
Freight handlers and clerks,	2	—	—	2	—	4	6
Garment workers,	7	8	2	17	—	2	19
Glass workers,	—	—	—	—	—	4	4
Government employees (U. S.),	—	—	—	—	—	6	6
Granite cutters,	15	4	1	20	—	—	20
Hat and cap makers,	3	—	—	3	—	4	7
Hod carriers and building laborers,	3	4	—	7	3	10	20
Horsehoers,	—	2	—	2	—	3	5
Lathers (wood, wire, and metal),	2	1	—	3	2	5	10
Laundry workers,	1	1	—	2	—	1	3
Longshoremen,	4	—	—	4	—	1	5
Machinists,	12	—	7	19	—	24	43

TABLE I. — *Number of Unions Reporting Collective Agreements with Employers, Showing Specified Proportions of Employers Accepting Such Agreements: By Occupations — Concluded.*

OCCUPATIONS.	NUMBER OF UNIONS REPORTING WRITTEN AGREEMENTS SIGNED OR VERBALLY ACCEPTED BY —			Number of Unions Having Written Agree- ments	Number of Unions Having Verbal Agree- ments	Number of Unions Report- ing No Agree- ments	Number of Unions Answer- ing Inquiry
	All Em- ploy- ers	More than One- half	One- half or Less				
All Occupations — Con.							
Maintenance of way employees,	13	—	—	13	—	4	17
Meat cutters, etc.,	1	1	1	3	—	—	3
Metal polishers, buffers, and platers,	—	—	3	3	—	9	12
Molders and coremakers,	4	5	1	10	6	10	26
Municipal employees,	—	—	—	—	—	43	43
Musicians,	1	1	1	3	—	23	26
Painters, decorators, and paperhangers,	5	17	1	23	9	28	60
Paper and pulp makers,	1	—	—	1	—	10	11
Pattern makers,	—	—	2	2	—	8	10
Paving cutters,	5	—	—	5	—	2	7
Photo-engravers,	—	2	—	2	—	2	4
Plumbers, steamfitters, and gasfitters,	17	15	1	33	4	6	43
Printing pressmen,	3	6	—	9	—	3	12
Quarry workers,	7	—	—	7	—	2	9
Railroad workers and inspectors,	14	—	—	14	—	1	15
Roofers,	3	1	—	4	—	—	4
Sheet metal workers,	6	6	—	12	1	3	16
Station agents and employees,	7	—	—	7	—	8	15
Steam railroad employees (n.s.s.),	4	—	—	4	1	—	5
Stereotypers and electrotypers,	1	3	1	5	1	—	6
Stone cutters,	1	—	—	1	1	1	3
Stove mounters,	—	—	—	—	1	2	3
Street and electric railway employees,	24	—	—	24	—	—	24
Tailors and dressmakers,	—	3	5	8	—	1	9
Teamsters, chauffeurs, stablemen, etc.,	11	12	4	27	3	12	42
Telegraphers, railroad,	6	—	—	6	—	—	6
Telephone operators,	1	—	—	1	—	11	12
Textile workers,	3	—	—	3	3	55	61
Loomfixers,	—	—	—	—	—	11	11
Mule spinners,	—	—	—	—	1	9	10
Weavers,	—	—	—	—	1	6	7
Weavers (elastic goring),	3	—	—	3	—	—	3
Others,	—	—	—	—	1	29	30
Theatrical stage employees,	15	5	—	20	—	7	27
Tile layers, ¹	3	—	—	3	—	—	3
Trainmen, railroad,	21	—	—	21	—	—	21
Upholsterers,	—	2	1	3	—	—	3
All other occupations,	8	7	1	16	6	23	45

¹ Including terrazzo and mosaic workers.

TABLE II.—*Number of Unions Reporting Collective Agreements with Employers, Showing Specified Proportions of Employers Accepting Such Agreements: By Localities.*

LOCALITIES.	NUMBER OF UNIONS REPORTING AGREEMENTS SIGNED OR VERBALLY ACCEPTED BY —			Number of Unions Having Written Agree- ments	Number of Unions Having Verbally Accepted Agree- ments	Number of Unions Report- ing No Agree- ments	Number of Unions Answer- ing Inquiry
	All Em- ployers	More than One-half	One-half or Less				
The State.	418	233	108	764	67	523	1,354
BEVERLY,	—	1	—	1	—	4	5
BOSTON,	93	67	23	183	15	84	282
BROCKTON,	33	8	4	45	—	5	50
CAMBRIDGE,	—	4	2	6	—	4	10
CHELSEA,	3	3	—	6	—	2	8
CHICOPSE,	4	1	—	5	1	2	8
CLINTON,	1	1	—	2	—	5	7
FALL RIVER,	14	6	3	23	—	13	36
FITCHBURG,	13	1	3	17	—	17	34
FRAMINGHAM,	4	1	1	6	1	6	13
GARDNER,	1	1	—	2	1	5	8
GLOUCESTER,	5	2	—	7	1	6	14
GREENFIELD,	9	1	1	11	2	4	17
HAVERTHILL,	9	7	10	26	—	4	30
HOLYOKE,	16	8	—	24	2	20	46
LAWRENCE,	13	5	2	20	4	19	43
LOWELL,	22	9	5	36	5	20	61
LYNN,	8	11	18	37	—	18	55
MALDEN,	2	2	1	5	—	4	9
MARLBOROUGH,	3	—	—	3	1	8	12
MILFORD,	7	2	—	9	1	—	10
NATICK,	2	2	2	6	—	1	7
NEW BEDFORD,	8	7	4	19	3	14	36
NEWBURYPORT,	—	—	—	—	1	5	6
NEWTON,	1	1	—	2	—	6	8
NORTH ADAMS,	6	9	—	15	1	6	22
NORTHAMPTON,	8	2	2	12	3	9	24
NORWOOD,	4	—	1	5	1	4	10
PITTSFIELD,	4	3	1	8	1	3	17
QUINCY,	7	3	1	11	1	8	20
SALEM,	12	5	2	19	1	15	35
SOMERVILLE,	1	2	—	3	—	3	6
SPRINGFIELD,	28	19	4	51	3	17	71
TAUNTON,	6	6	2	14	—	18	32
WALTHAM,	3	2	—	5	1	5	11
WATERTOWN,	1	—	—	1	3	7	15
WESTFIELD,	3	2	—	5	—	7	15
WHITMAN,	6	—	—	6	—	1	7
WOBURN,	1	1	—	2	—	2	4
WORCESTER,	21	15	8	44	1	23	68
Other municipalities,	36	18	8	62	12	116	190

TABLE III. — *Membership of Unions Reporting Collective Agreements with Employers, Showing Specified Proportions of Employers Accepting Such Agreements: By Occupations.*

OCCUPATIONS.	MEMBERSHIP OF UNIONS HAVING WRITTEN AGREEMENTS SIGNED OR VERBALLY ACCEPTED BY —			Total Membership of All Unions Answering Inquiry
	All Employers in Jurisdiction	Some but not All Employers in Jurisdiction	Total	
All Occupations.	32,364	73,947	171,311	239,580
Bakers and confectioners,	117	864	981	1,045
Barbers,	243	2,276	2,519	2,676
Bartenders,	1,331	2,141	3,472	3,911
Bill posters and billers,	100	—	100	140
Blacksmiths and helpers,	150	72	222	577
Boilermakers and helpers,	249	—	249	249
Bookbinders,	113	730	843	843
Boot and shoe workers,	13,345	\$3,339	41,734	45,613
Boot and shoe workers (mixed),	4,900	8,837	13,737	13,901
Cutters,	2,265	1,764	4,029	4,029
Edgemakers,	820	—	820	1,217
Lasters,	1,937	1,580	3,517	3,517
Stitchers,	3,490	4,244	7,734	7,872
Triers, dressers, and packers,	1,301	1,803	2,604	2,834
Turn workmen,	370	2,810	3,180	3,180
Others,	3,262	2,851	6,113	7,063
Bottlers and drivers,	645	553	1,198	1,198
Brewery workmen,	1,494	46	1,540	1,540
Bricklayers, masons, and plasterers,	252	2,673	2,924	5,438
Carmen, railway,	793	—	793	923
Carpenters,	2,495	9,558	12,053	18,656
Cigar makers,	3,147	128	3,275	3,319
Clerks, railway,	1,602	—	1,602	1,839
Clerks, retail,	175	743	918	1,667
Compositors (typographical),	88	3,090	3,178	3,253
Conductors, railway,	975	—	975	975
Cooks and waiters,	184	1,926	2,110	3,142
Coopers,	82	—	82	131
Cutting die and cutter makers,	104	18	122	132
Electrical workers,	988	457	1,445	4,543
Engineers, locomotive,	1,613	—	1,613	1,613
Engineers, steam,	69	1,639	1,708	2,631
Firemen, locomotive,	2,158	—	2,158	2,158
Firemen, stationary,	—	759	759	1,564
Freight handlers and clerks,	427	—	427	1,676
Garment workers,	5,250	4,293	9,543	9,636
Glass workers,	—	—	—	295
Government employees (U. S.),	—	—	—	1,717
Granite cutters,	2,145	140	2,285	2,285
Hat and cap makers,	232	—	232	433
Hod carriers and building laborers,	333	3,146	3,479	4,784
Horseshoers,	—	285	285	345
Lathers (wood, wire, and metal),	353	22	375	543
Laundry workers,	50	90	140	467
Longshoremen,	1,476	—	1,476	1,511
Machinists,	2,331	5,551	7,882	10,143
Maintenance of way employees,	1,762	—	1,762	1,146
Meat cutters, etc.,	200	328	528	528
Metal polishers, buffers, and platers,	—	452	452	670
Molders and coremakers,	471	769	1,240	3,290
Municipal employees,	—	—	—	5,706
Musicians,	69	373	442	3,829
Painters, decorators, and paperhangers,	748	1,906	2,654	6,543
Paper and pulp makers,	171	—	171	2,681
Pattern makers,	—	455	455	810
Paving cutters,	289	—	289	304
Photo-engravers,	—	244	244	269
Plumbers, steam fitters, and gas fitters,	1,978	962	2,940	3,254
Printing pressmen,	136	1,428	1,564	1,697
Quarry workers,	556	—	556	593
Railroad workers and inspectors,	1,518	—	1,518	1,578
Roofers,	84	380	464	464

¹ Not including the membership of two unions, which failed to report their membership.

TABLE III. — *Membership of Unions Reporting Collective Agreements with Employers, Showing Specified Proportions of Employers Accepting Such Agreements: By Occupations — Concluded.*

OCCUPATIONS.	MEMBERSHIP OF UNIONS HAVING WRITTEN AGREEMENTS SIGNED OR VERBALLY ACCEPTED BY —			Total Member- ship of All Unions Answering Inquiry
	All Employers in Juris- diction	Some but not All Employers in Juris- diction	Total	
All Occupations — Con.				
Sheet metal workers,	179	712	891	1,106
Station agents and employees,	1,354	—	1,354	2,519
Steam railroad employees (n.s.s.),	356	—	356	396
Stereotypers and electrotypers,	15	358	373	402
Stone cutters,	33	—	33	244
Stove mounters,	—	—	—	102
Street and electric railway employees,	16,224	—	16,224	16,224
Tailors and dressmakers,	—	533	533	678
Teamsters, chauffeurs, stablemen, etc.,	6,410	3,506	9,916	11,383
Telegraphers, railroad,	1,219	—	1,219	1,219
Telephone operators,	2,400	—	2,400	3,594
Textile workers,	88	—	88	15,485
Loomfixers,	—	—	—	3,001
Mule spinners,	—	—	—	2,123
Weavers,	—	—	—	3,672
Weavers (elastic goring),	86	—	86	86
Others,	—	—	—	4,603
Theatrical stage employees,	406	623	1,029	1,236
Tile layers,	310	—	310	310
Trainmen, railroad,	4,479	—	4,479	4,479
Upholsterers,	—	335	335	335
All other occupations,	1,802	965	2,767	6,987

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916.*¹

NOTE. — The principal subjects dealt with in the Agreements are indicated in the last column. The abbreviations used denote: W., wages; H., hours; A., apprentices; Arb. S. B., Arbitration, State Board; Arb., arbitration; U. S., union shop; L., union label; S., union stamp; C., shop card; San., sanitary conditions.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements ²
Bakers and Confectioners.				
Bakers,	Boston, . . .	May 1, 1915	Jun. 1, 1917 ³	W., H., Arb., U. S., L., San.
Bakers,	Boston, . . .	May 1, 1915	Jun. 1, 1917 ³	W., H., Arb., U. S., L., San.
Bakers,	Boston, . . .	May 1, 1914	May 1, 1917 ³	W., H., Arb., U. S., L., San.
Bakers,	Brookton, . . .	May 1, 1913	- ⁴	W., H., A., Arb. S. B., Arb., U. S., L.
Bakers,	Haverhill, . . .	May 1, 1916	Apr. 30, 1917	W., H., A., Arb., U. S., L., San.
Bakers,	Holyoke, . . .	May 1, 1916	May 1, 1917	W., H., A., Arb., U. S., L., San.
Bakers,	Lawrence, . . .	May 1, 1916	Apr. 30, 1917	W., H., A., Arb., U. S., L., San.
Bakers,	Lynn, . . .	May 1, 1916	Apr. 30, 1917	W., H., A., Arb. S. B., Arb., U. S., L.
Bakers,	Lynn, . . .	May 1, 1916	Apr. 30, 1917	W., H., Arb., U. S., L., San.
Bakers (ice cream cone makers),	Malden, . . .	Apr. 1, 1915	Apr. 1, 1917	W., H., Arb., U. S., L., San.
Bakers,	Salem, . . .	May 1, 1916	Apr. 30, 1917	W., H., A., Arb. S. B., Arb., U. S., L., San.
Bakers,	Springfield, . . .	May 1, 1915	Apr. 30, 1917	W., H., A., Arb. S. B., Arb., U. S., L., San.
Bakers,	Springfield, . . .	May 1, 1916	May 1, 1917	W., H., A., U. S., L., San.
Bakers,	Taunton, . . .	May 1, 1916	May 1, 1917 ³	W., H., A., U. S., San.
Bakers,	Worcester, . . .	May 1, 1916	May 1, 1917	W., H., Arb., U. S., L., San.
Barbers.⁵				
Barbers,	Adams, . . .	Dec. 24, 1900	Indefinite	U. S., C.
Barbers,	Boston, . . .	May 7, 1917	May 7, 1919	W., H., A., U. S., C.
Barbers,	Boston, . . .	May 7, 1917	May 7, 1919	W., H., A., U. S., C.
Barbers,	Brookton, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	Chicopee, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	Clinton, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	Fall River, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	Fitchburg, . . .	Jan. 1, 1915	Indefinite	U. S., C.
Barbers,	Frammingham, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	Gloucester, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	Haverhill, . . .	Dec. 1, 1912	Indefinite	W., H., A., U. S., C.
Barbers,	Holyoke, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	Lawrence, . . .	Sep. 4, 1916	Sep. 4, 1918	W., H., U. S., C.
Barbers,	Lowell, . . .	Jul. 1, 1915	Indefinite	U. S., C.
Barbers,	Lynn, . . .	Jul. 19, 1902	Indefinite	W., H., U. S., C.
Barbers,	Lynn, . . .	Aug. 1, 1914	Indefinite	W., H., U. S., C.
Barbers,	Milford, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	New Bedford, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	North Adams, . . .	Jan. 1, 1916	Jan. 1, 1917	W., H., A., U. S., C.
Barbers,	Pittsfield, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	Quincy, . . .	- ⁶	Indefinite	U. S., C.

¹ Including in certain cases information of a somewhat later date, which was brought to the notice of the Bureau before this report went to press.

² For abbreviations used in this column, see "Note" at the head of the table.

³ New agreement went into effect on this date.

⁴ On 60 days' notice.

⁵ Upon acceptance of the union shop card, the Master Barbers agree to abide by any existing laws or any future rules which may be adopted by the local union with reference to prices, hours, wages, etc.

⁶ Union shop card was accepted on different dates by the Master Barbers.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agree-ments went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Barbers — Con.				
Barbers,	Salem,	- ¹	Indefinite	U. S., C.
Barbers,	Springfield,	- ¹	Indefinite	W., ² U. S., C.
Barbers,	Taunton,	- ¹	Indefinite	U. S., C.
Barbers,	Waltham,	Aug. 1, 1916	- ³	W., H., U. S., C.
Barbers,	Worcester,	Aug. 1, 1916	Indefinite	W., H., U. S., C.
Bartenders.				
Bartenders,	Boston,	Jan. 4, 1915	Jan. 1, 1919 ⁴	W., H., A., U. S., C.
Bartenders,	Chicopee,	Nov. 25, 1897	Indefinite	U. S., C.
Bartenders,	Fall River,	Nov. 1, 1911	- ⁵	Arb., U. S., C.
Bartenders,	Fitchburg,	May 1, 1911	Indefinite	U. S., C.
Bartenders,	Gardner,	May 1, 1915	May 1, 1917 ⁴	W., H., U. S., C.
Bartenders,	Gloucester,	Jan. 14, 1917	Jan. 14, 1918	W., H., U. S., C.
Bartenders,	Haverhill,	Jun. 1, 1914	- ⁵	W., H., U. S.
Bartenders,	Holyoke,	May 1, 1916	May 1, 1918	W., H., U. S., ⁶ C.
Bartenders,	Lawrence,	Jun. 6, 1916	Jun. 1, 1917	W., H., U. S., C.
Bartenders,	Lowell,	Mar. 1, 1916	Mar. 1, 1917	W., H., U. S., C.
Bartenders,	Marlborough,	May 1, 1917	May 1, 1918 ⁴	W., H., U. S., C.
Bartenders,	Millford,	May 10, 1915	Indefinite	W., H., U. S., C.
Bartenders,	North Adams,	May 1, 1916	May 1, 1917	U. S., C.
Bartenders,	Northampton,	Apr. 6, 1914	Apr. 6, 1917	W., H., U. S., C.
Bartenders,	Springfield,	Oct. 1, 1912	Indefinite	W., H.
Bartenders,	Ware,	May 1, 1912	Indefinite	W., H., U. S., C.
Bartenders,	Westfield,	May 1, 1912	Indefinite	W., H., U. S., C.
Bartenders,	Worcester,	Jun. 1, 1916	Jun. 1, 1919	W., H., U. S., C.
Bill Posters and Billers.				
Bill posters and billers,	Boston,	Nov. 26, 1914	Nov. 26, 1917 ⁴	W., H., A., Arb. S. B., Arb., U. S.
Blacksmiths.				
Blacksmiths, railroad,	Boston,	Jun. 10, 1916	Apr. 21, 1917	H. ⁷
Blacksmiths, railroad,	Lowell,	Jun. 10, 1916	Apr. 21, 1917	H. ⁷
Blacksmiths, railroad,	Norwood,	Mar. 17, 1916	- ⁸	H., A. ⁷
Blacksmiths,	Springfield,	Oct. 5, 1916	Oct. 5, 1917 ⁴	H., Arb. S. B.
		May 1, 1916	May 1, 1917 ⁴	H., U. S.
		Jun. 10, 1916	Jun. 10, 1917 ⁴	
Boilermakers.				
Boilermakers, railroad,	Boston,	Jun. 10, 1916	Apr. 21, 1917	H. ⁷
Boilermakers, railroad,	Greenfield,	Jun. 10, 1916	Apr. 21, 1917	H. ⁷
Boilermakers, railroad,	Norwood,	Mar. 17, 1916	- ⁸	H., A. ⁷
Bookbinders.				
Bookbinders,	Boston,	- ⁹	Indefinite	W., H., Arb., U. S. ⁶
Bookbinders,	Boston,	Jan. 1, 1914	Jan. 1, 1918	W., H., Arb., U. S. ⁶
Bookbinders,	Cambridge,	Nov. 21, 1914	Nov. 21, 1916	W., H., Arb., U. S. ⁶

¹ Union shop card was accepted on different dates by the Master Barbers.² New wage scale was adopted by Local on June 5, 1916.³ On 30 days' notice.⁴ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.⁵ On 3 months' notice.⁶ Preference of employment is given to union members by notifying the union officials when any additional journeymen are needed.⁷ The working rules applicable to railroad employees contain many special subjects largely dependent upon the nature of the employment.⁸ Agreement was signed on different dates by the various publishers.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Bookbinders — Con.				
Bindery women,	Cambridge,	{ Jun. 2, 1913 Oct. 1, 1913	{ Indefinite Oct. 1, 1917	{ W., H., Arb., U. S. ¹
Bookbinders,	Norwood,	{ Jun. 24, 1915 Oct. 1, 1913*	{ Nov. 21, 1916 Oct. 1, 1917	{ W., H., Arb., U. S. ¹
Bindery women,	Norwood,	{ Jun. 24, 1915	{ Nov. 21, 1916	{ W., H., Arb., U. S. ¹
Boot and Shoe Workers.²				
<i>Boot and Shoe Workers, Mixed.</i>				
Boot and shoe workers, mixed,	Abington,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Avon,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Boston,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Shoe workers, mixed,	Boston,	Jan. 1, 1916	Jan. 1, 1917	Arb. U. S.
Boot and shoe workers, mixed,	Braintree,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Bridgewater,	Dec. 1, 1909	Dec. 1, 1919	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Brockton,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Brookfield,	Aug. 1, 1913	Aug. 1, 1916	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Danvers,	Aug. 1, 1914	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Easton,	Jul. 1, 1914	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Framingham,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Holbrook,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Holliston,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Lynn,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Shoe workers, mixed,	Lynn,	Mar. 1, 1916	Mar. 1, 1917 ⁷	Arb. S. B., U. S.
Boot and shoe workers, mixed,	Middleborough,	Jan. 1, 1903	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Milford,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Natick,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	New Bedford,	Mar. 27, 1906	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	North Brookfield,	Dec. 20, 1902	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Randolph,	May 1, 1900	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Rockland,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Salem,	Sep. 25, 1909	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Stoneham,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Shoe workers, mixed,	Wakefield,	Jun. 15, 1916	Jun. 15, 1917	Arb. U. S.
Boot and shoe workers, mixed,	Webster,	Jun. 1, 1906	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Weymouth,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Whitman,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Cutters.				
Cutters,	Boston,	Jan. 1, 1916	Jan. 1, 1917	Arb. U. S.
Cutters,	Brookton,	Feb. 20, 1916	Feb. 20, 1918	W. H. A., Arb. S. B., U. S., S.
Cutters,	Haverhill,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Sole leather cutters and sorters,	Haverhill,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Cutters,	Lynn,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Cutters,	Lynn,	Apr. 25, 1916	Apr. 25, 1917 ⁷	Arb. S. B., U. S.
Cutters,	North Adams,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Cutters,	Salem,	- ⁴	- ⁵	W., H., U. S.
Cutters,	Whitman,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Edgemakers.				
Edge trimmers and setters,	Brookton,	- ⁴	- ⁵	Arb. S. B., U. S., S.
Edgemakers,	Salem,	Jul. 1, 1914	- ⁵	W.
Edgemakers,	Whitman,	- ⁴	- ⁵	Arb. S. B., U. S., S.

¹ Preference of employment is given to union members by notifying the union officials when any additional journeymen are needed.

² Price list.

³ Although the uniform arbitration agreements drawn up by the (National) Boot and Shoe Workers' Union and the United Shoe Workers of America in behalf of their affiliated local organizations and negotiated with individual employers do not specifically fix price lists, nevertheless, in determining the scale of prices and, in some instances, the hours of labor, the provisions governing the arbitration of any differences which may arise are observed, therefore the subject of wages and hours of labor are virtually covered by such contracts.

⁴ Dates on which contracts were made with the different shoe manufacturers varied.

⁵ On 3 months' notice.

⁶ No date reported.

⁷ Agreement to remain in force thereafter from year to year, until notice of ninety days is given by either party desiring to alter, amend, or annul the contract.

TABLE IV. — Analysis of Collective Agreements Reported as in Effect on July 1, 1916
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Boot and Shoe Workers — Con.				
<i>Lasters.¹</i>				
Lasters,	Brockton,	— ²	— ³	Arb. S. B., U. S., S.
Lasters,	Haverhill,	— ²	— ³	Arb. S. B., U. S., S.
Lasters,	Lynn,	Apr. 20, 1916	Apr. 20, 1917 ⁴	Arb. S. B., U. S.
Lasting machine operators,	Lynn,	Apr. 20, 1916	Apr. 20, 1917 ⁴	Arb. S. B., U. S.
Lasters,	Lynn,	— ²	— ³	Arb. S. B., U. S., S.
Lasters,	Marblehead,	Jul. 1, 1912	— ³	Arb., U. S.
Lasters,	New Bedford,	Jan. 1, 1915	— ³	Arb. S. B., U. S., S.
Lasters,	North Adams,	— ²	— ³	Arb. S. B., U. S., S.
Lasters,	Salem,	— ²	— ³	W. H.
Lasters,	Whitman,	— ²	— ³	Arb. S. B., U. S., S.
<i>Stitchers.</i>				
Stitchers,	Brockton,	— ²	— ³	Arb. S. B., U. S., S.
Stitchers (women),	Haverhill,	— ²	— ³	Arb. S. B., U. S., S.
Stitchers,	Lynn,	— ²	— ³	Arb. S. B., U. S., S.
Stitchers (McKay),	Lynn,	Apr. 20, 1916	Apr. 20, 1917 ⁴	Arb. S. B., U. S.
Stitchers,	Lynn,	— ²	— ³	Arb. S. B., U. S.
Stitchers and cutters,	New Bedford,	— ²	— ³	Arb. S. B., U. S., S.
Stitchers,	North Adams,	Jun. 1, 1915	— ³	Arb. S. B., U. S., S.
Stitchers,	Whitman,	— ²	— ³	Arb. S. B., U. S., S.
<i>Treers, Dressers, and Packers.</i>				
Dressers and packers,	Brockton,	— ²	— ³	Arb. S. B., U. S., S.
Treers,	Brockton,	— ²	— ³	Arb. S. B., U. S., S.
Packing-room employees,	Haverhill,	— ²	— ³	Arb. S. B., U. S., S.
Treers,	Haverhill,	— ²	— ³	Arb. S. B., U. S., S.
Packing-room employees,	Lynn,	Apr. 20, 1916	Apr. 20, 1917 ⁴	Arb. S. B., U. S.
Treers,	North Adams,	— ²	— ³	Arb. S. B., U. S., S.
Treers, dressers, and packers,	Whitman,	— ²	— ³	Arb. S. B., U. S., S.
<i>Turn Workmen.</i>				
Turn workmen,	Beverly,	— ²	— ⁷	W., H., U. S.
Turn workmen,	Haverhill,	— ²	— ³	Arb. S. B., U. S., S.
Turn workmen,	Haverhill,	— ²	— ⁷	W., H., U. S.
Turn workmen,	Lynn,	— ²	— ⁷	W., H., U. S.
Turn workmen,	Marblehead,	— ²	— ⁷	W., H., U. S.
Turn workmen,	Wakefield,	May 1, 1916	May 1, 1917	W., H., U. S.
<i>Others.</i>				
Shoe repairers,	Boston,	— ²	— ³	Arb. S. B., U. S., S.
Finishers,	Brockton,	— ²	— ³	Arb. S. B., U. S., S.
Heelers, sluggers, breasters, and shavers,	Brockton,	— ²	— ³	Arb. S. B., U. S., S.
Shoe repairers,	Brockton,	— ²	— ³	Arb. S. B., U. S., S.
Skivers,	Brockton,	— ²	— ³	Arb. S. B., U. S., S.
Solefasteners and roughrounders,	Brockton,	— ²	— ³	Arb. S. B., U. S., S.
Sole leather workers,	Brockton,	— ²	— ³	Arb. S. B., U. S., S.
Vampers,	Brockton,	— ²	— ³	Arb. S. B., U. S., S.
Machine operators,	Haverhill,	— ²	— ³	Arb. S. B., U. S., S.
Machine workmen,	Haverhill,	— ²	— ³	W., H., U. S.
Sole leather workers,	Haverhill,	— ²	— ³	Arb. S. B., U. S., S.
Bottom finishers and buffers,	Lynn,	Mar. 1, 1916	Mar. 1, 1917 ⁴	Arb. S. B., U. S.
Buttonhole operators,	Lynn,	Mar. 1, 1916	Mar. 1, 1917 ⁴	Arb. S. B., U. S.
Goodyear operators,	Lynn,	— ²	— ³	Arb. S. B., U. S., S.
Goodyear operators,	Lynn,	Mar. 26, 1913	Mar. 26, 1918	W., A., Arb., U. S.
Sole leather workers,	Lynn,	Nov. 22, 1915	Nov. 22, 1917	Arb., U. S.

¹ A price list, effective on January 10, 1916, was adopted by the Lasters Federation of Southeastern Massachusetts (Boot and Shoe Workers).

² Dates on which contracts were made with the different shoe manufacturers varied.

³ On 3 months' notice.

⁴ Agreement to continue in force thereafter from year to year, until notice of ninety days is given by either party desiring to alter, amend, or annul the contract.

⁵ On 90 days' notice.

⁶ Date not reported.

⁷ Contracts are made for a period of one year.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Boot and Shoe Workers — Con.				
<i>Others — Con.</i>				
Stockfitters,	Lynn,	Mar. 1, 1916	Mar. 1, 1917 ¹	Arb. S. B., U. S.
Sole fasteners,	North Adams,	— ²	— ²	Arb. S. B., U. S., S.
Stockfitters,	North Adams,	— ²	— ²	Arb. S. B., U. S., S.
Shoe repairers,	Taunton,	— ²	— ²	Arb. S. B., U. S., S.
Bottlers and Drivers.				
Bottlers and drivers,	Boston,	Mar. 1, 1916	Mar. 1, 1919 ⁴	W., H., Arb. S. B., Arb., U. S.
Bottlers and drivers,	Chicopee,	May 1, 1915	May 1, 1917 ⁴	W., H., Arb. S. B., Arb., U. S.
Bottlers and drivers,	Holyoke,	May 1, 1916	May 1, 1917 ⁴	W., H., Arb. S. B., Arb., U. S.
Bottlers and drivers,	Lawrence,	Apr. 1, 1915	Apr. 1, 1916 ⁴	W., H., Arb., U. S.
Beer drivers,	Lowell,	May 1, 1916	May 1, 1919	W., H., Arb., U. S.
Bottlers,	Lowell,	May 1, 1916	May 1, 1919 ⁴	W., H., Arb. S. B., Arb., U. S.
Bottlers,	New Bedford,	May 1, 1916	Apr. 30, 1919 ⁴	W., H., Arb., U. S.
Bottlers and drivers,	Pittsfield,	Apr. 1, 1913	Apr. 1, 1917 ⁴	W., H., A., Arb. S. B., Arb., U. S.
Bottlers and drivers,	Springfield,	Apr. 1, 1916	Apr. 1, 1919 ⁴	W., H., Arb. S. B., Arb., U. S.
Bottlers and drivers,	Worcester,	Mar. 1, 1916	Mar. 1, 1919 ⁴	W., H., Arb. S. B., Arb., U. S.
Brewery Workmen.				
Brewery workmen,	Boston,	Mar. 1, 1913	Mar. 1, 1917	W., H., A., Arb. S. B., Arb., U. S.
Brewery workmen,	Boston,	Mar. 1, 1913	Mar. 1, 1917	W., H., A., Arb. S. B., Arb., U. S.
Brewery workmen,	Fall River,	Jun. 1, 1915	Jun. 1, 1918 ⁴	W., H., A., Arb., U. S.
Brewery workmen,	Holyoke,	Apr. 1, 1916	Apr. 1, 1919 ⁴	W., H., A., Arb. S. B., Arb., U. S.
Brewery workmen,	Lawrence,	Apr. 1, 1916	Apr. 1, 1919 ⁴	W., H., A., Arb. S. B., Arb., U. S.
Brewery workmen,	Lowell,	May 23, 1916	May 1, 1919 ⁴	W., H., A., Arb. S. B., Arb., U. S.
Brewery workmen,	New Bedford,	May 1, 1916	May 1, 1919 ⁴	W., H., A., Arb., U. S.
Brewery workmen,	Pittsfield,	Mar. 31, 1913	Apr. 1, 1917 ⁴	W., H., A., U. S.
Brewery workmen,	Springfield,	Apr. 1, 1916	Apr. 1, 1919 ⁴	W., H., A., Arb. S. B., Arb., U. S.
Brewery workmen,	Worcester,	Mar. 1, 1916	Mar. 1, 1919 ⁴	W., H., A., Arb. S. B., Arb., U. S., San.
Bricklayers, Masons, and Plasterers.				
Bricklayers, masons, and plasterers,	Attleboro,	Apr. 1, 1914	Apr. 1, 1917	W., H.
Bricklayers, ⁵	Boston,	Jun. 1, 1916	Indefinite	—
Bricklayers, ⁶	Boston,	Jun. 1, 1916	Indefinite	—
Plasterers, operative,	Boston,	Jun. 1, 1914	Jun. 1, 1918	W., H., A., Arb.
Stone masons, ⁶	Boston,	Jun. 1, 1916	Indefinite	—

¹ Agreement to continue in force thereafter from year to year, until notice of ninety days is given by either party desiring to alter, amend, or annul the contract.

² Dates on which contracts were made with the different shoe manufacturers varied.

³ On 3 months' notice.

⁴ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.

⁵ New agreement went into effect on this date, to remain in force until April 1, 1919.

⁶ Although no signed agreement exists between this Union and local Contractors, the Union has nevertheless been able to establish in the trade the Schedule of Wages and Working Rules which it has adopted for its members. Inasmuch as these rules were established with the tacit, if not formally expressed, assent of the employers, such acceptance has been regarded as having the binding effect of a more formal agreement.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Bricklayers, Masons, and Plasterers — Con.				
Bricklayers and plasterers, . . .	Brockton, . . .	{ Aug. 4, 1913 Jul. 20, 1917 }	Indefinite	W., H., A., Arb., U. S.
Bricklayers and masons, . . .	Fitchburg, . . .	Apr. 1, 1916	Apr. 1, 1917	W., H., A., U. S. ¹
Bricklayers and plasterers, . . .	Greenfield, . . .	Apr. 1, 1915	Apr. 1, 1917	W., H., U. S.
Bricklayers and masons, . . .	Haverhill, . . .	May 1, 1916	May 1, 1917	W., H., A., Arb.
Bricklayers and plasterers, . . .	New Bedford, . . .	Oct. 16, 1916	Oct. 16, 1917	- - - ²
Plasterers, . . .	Somerville, . . .	Jun. 1, 1914	Jun. 1, 1918	W., H., A., Arb.
Bridge and Structural Iron Workers.				
Housemiths and bridgemen, . . .	Boston, . . .	May 1, 1916	May 1, 1917	W., H., A., Arb.
Housemiths and bridgemen, . . .	Worcester, . . .	May 1, 1915	May 1, 1917 ³	W., H., A., Arb.
Carmen, Railway.				
Railway carmen, . . .	Boston, . . .	Mar. 17, 1916	- ⁴	H., A. ⁵
Railway carmen, . . .	Boston, . . .	Mar. 17, 1916	- ⁴	H., A. ⁵
Railway carmen, . . .	Boston, . . .	Aug. 1, 1915	Indefinite	- - -
Railway carmen, . . .	Lowell, . . .	Jun. 10, 1916	Apr. 21, 1917 ⁶	H. ⁶
Carpenters.				
Carpenters, . . .	Boston, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Boston, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Boston, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Boston, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Boston, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Boston, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Boston, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Boston, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Boston, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Boston, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Boston, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters (bridge and building), . . .	Boston, . . .	Mar. 29, 1913	- ⁴	H.
Carpenters (cabinet makers and mill men), ⁷ . . .	Boston, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters (car builders), . . .	Boston, . . .	Mar. 29, 1913	- ⁴	H.
Carpenters (floor layers), . . .	Boston, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters (shop and mill men), . . .	Boston, . . .	Jun. 1, 1916	Indefinite	W., H.
Carpenters (stair builders), . . .	Boston, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters (wharf and bridge), . . .	Boston, . . .	Jun. 1, 1915	Jun. 1, 1917	W., H., U. S.
Carpenters, . . .	Brockton, . . .	May 1, 1913	May 1, 1918	W., H., A., Arb.
Carpenters, . . .	Brookline, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Cambridge, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Cambridge, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Chelsea, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Chelsea, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Chicopee, . . .	Jul. 1, 1916	- ⁸	W., H., Arb., U. S.
Carpenters, . . .	Dedham, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Everett, . . .	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters, . . .	Fall River, . . .	May 1, 1916	May 1, 1918	W., H., Arb. S. B.
Carpenters, . . .	Fall River, . . .	May 1, 1916	May 1, 1918	W., H., Arb. S. B.

¹ Preference of employment is given to union members.² Contractors signing this contract agree to abide by the Working and Trade Rules of the local organization and to give preference of employment to union members.³ Superseded by a new agreement on this date.⁴ On 30 days' notice.⁵ The working rules applicable to railroad employees contain many special subjects largely dependent upon the nature of the employment.⁶ Verbal agreement made between the Master Carpenters of the Master Builders' Association and Carpenters' District Council of Boston and vicinity.⁷ Agreement is applicable only to outside men engaged in setting up store fixtures, etc.⁸ On 60 days' notice.

TABLE IV. — Analysis of Collective Agreements Reported as in Effect on July 1, 1916
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Carpenters — Con.				
Carpenters,	Fall River,	May 1, 1916	May 1, 1918	W. H., Arb. S. B.
Carpenters,	Fall River,	May 1, 1916	May 1, 1918	W. H., Arb. S. B.
Carpenters,	Franklin,	Jun. 1, 1916	Jun. 1, 1917	W. H., U. S. ¹
Carpenters,	Greenfield,	Apr. 1, 1916	Mar. 31, 1917 ²	W. H.
Carpenters,	Haverhill,	May 1, 1915	May 1, 1917 ³	W. H., A., Arb., U. S.
Carpenters,	Hingham,	Apr. 1, 1914	Indefinite	W. H., A.
Carpenters,	Holyoke,	Jun. 1, 1914	May 1, 1917	W. H., Arb.
Carpenters,	Holyoke,	Jun. 1, 1914	May 1, 1917	W. H., Arb.
Carpenters (millwrights),	Holyoke,	Jun. 15, 1916	Indefinite	-
Carpenters (shop and mill),	Lawrence,	Jul. 1, 1915	Indefinite	H. U. S.
Carpenters,	Lowell,	May 1, 1916	May 1, 1917	W. H., Arb.
Carpenters,	Lowell,	May 1, 1916	May 1, 1917	W. H., Arb.
Carpenters,	Lynn,	Apr. 1, 1916	Apr. 1, 1917	W. ⁴
Carpenters (mill men),	Lynn,	Apr. 1, 1916	Apr. 1, 1917	W. ⁵
Carpenters,	Malden,	Jul. 1, 1915 ⁴	Jun. 1, 1917	W. H.
Carpenters,	Marlborough,	Jun. 1, 1914	Indefinite	W. H.
Carpenters,	Medford,	Jul. 1, 1915 ⁴	Jun. 1, 1917	W. H.
Carpenters,	Milton,	Jul. 1, 1915 ⁴	Jun. 1, 1917	W. H.
Carpenters,	Nahant,	Apr. 1, 1916	Apr. 1, 1917	W. ⁶
Carpenters,	Northampton,	May 1, 1917	May 1, 1918	W. H., A., U. S.
Carpenters,	Revere,	Jul. 1, 1915 ⁴	Jun. 1, 1917	W. H.
Carpenters,	Saugus,	Apr. 1, 1916	Apr. 1, 1917	W. ⁷
Carpenters,	Somerville,	Jul. 1, 1915 ⁴	Jun. 1, 1917	W. H.
Carpenters,	Springfield,	Jul. 1, 1916	- ⁸	W. H., Arb., U. S.
Carpenters,	Springfield,	Jul. 1, 1916	- ⁸	W. H., Arb., U. S.
Carpenters,	Winthrop,	Jul. 1, 1915 ⁴	Jun. 1, 1917	W. H.
Carpenters,	Worcester,	Jun. 1, 1916	Jun. 1, 1919	W. H., U. S.
Carpenters,	Worcester,	Jun. 1, 1916	Jun. 1, 1919	W. H., U. S.
Carpenters,	Worcester,	Jun. 1, 1916	Jun. 1, 1919	W. H., U. S.
Carpenters,	Worcester,	Jun. 1, 1916	Jun. 1, 1919	W. H., U. S.
Carpenters, mill,	Worcester,	- ⁸	-	W. H., Arb., L. ⁷
Carpenters, mill,	Worcester,	- ⁸	-	W. H., Arb., L. ⁷
Carriage and Wagon Workers.				
Carriage, wagon, and automobile workers,	Boston,	Jan. 1, 1915	Indefinite	- - -
Carriage, wagon, and automobile workers, ⁹	Springfield,	Nov. 5, 1915	Indefinite	W. H.
Cigar Box Makers.				
Cigar box makers,	Boston,	Oct. 1, 1915	Sep. 30, 1920	W. H., U. S., L.
Cigar Makers.				
Cigar makers,	Boston,	Oct. 8, 1915	Indefinite	W.
Cigar makers,	Fall River,	Apr. 1, 1902	Indefinite	W.
Cigar makers,	Fitchburg,	—, 1901	Indefinite	W.
Cigar makers,	Haverhill,	—, 1900	Indefinite	W.
Cigar makers,	Holyoke,	Oct. 15, 1906	Indefinite	W., A.

¹ Preference of employment is given to union members.² New agreement went into effect on this date.³ It is mutually understood between Master Carpenters' Association of Lynn and vicinity and Carpenters' District Council of Lynn and vicinity that the working rules embodied in the constitution and by-laws of the latter organization shall govern the district.⁴ Verbal agreement was made between the Master Carpenters of the Master Builders' Association and Carpenters' District Council of Boston and vicinity.⁵ On 60 days' notice.⁶ Agreements are made for a period of one year from dates on which the different employers agree to use the union label.⁷ Upon signing agreement the employer agrees to comply with the laws of the Carpenters' District Council of Worcester and vicinity.⁸ Agreement was made between a local company and its employees as such, not as a labor organization.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Cigar Makers — Con.				
Cigar makers,	Lowell,	Oct. 1, 1886	Indefinite	W.
Cigar makers,	Lynn,	Jul. 2, 1906	Indefinite	W., A.
Cigar makers,	Marlborough,	Jul. 2, 1906	Indefinite	W., A.
Cigar makers,	Milford,	Jul. 2, 1906	Indefinite	W., A.
Cigar makers,	North Adams,	—, 1889 ¹	Indefinite	W.
Cigar makers,	Springfield,	Jun. 15, 1903	Indefinite	W.
Cigar makers,	Taunton,	Sep. 8, 1910	Indefinite	W.
Cigar makers,	Westfield,	Jun. 2, 1902 ²	Indefinite	W., A.
Cigar makers,	Worcester,	May 6, 1907 ³	Indefinite	W.
Cigar makers,	Worcester,	Apr. 16, 1917	Indefinite	W.
Clerks, Railway.				
Railway clerks,	Boston,	Jan. 1, 1912	- ⁴	W., H.
Railway clerks,	Boston,	Jan. 11, 1913	- ⁴	W., H.
Railway clerks,	Boston,	May 1, 1912	- ⁴	W., H.
Railway clerks,	Fall River,	Jan. 11, 1913	- ⁴	W., H.
Railway clerks,	Fitchburg,	Jan. 1, 1912	- ⁴	W., H.
Railway clerks,	Framingham,	Jan. 11, 1913	- ⁴	W., H.
Railway clerks,	Greenfield,	Jan. 1, 1912	- ⁴	W., H.
Railway clerks,	Lawrence,	Jan. 1, 1912	- ⁴	W., H.
Railway clerks,	Lowell,	Jan. 11, 1913	- ⁴	W., H.
Railway clerks,	Lowell,	Jan. 1, 1912	- ⁴	W., H.
Railway clerks,	Lynn,	Jan. 1, 1912	- ⁴	W., H.
Railway clerks,	New Bedford,	Jan. 11, 1913	- ⁴	W., H.
Railway clerks,	North Adams,	Jan. 1, 1912	- ⁴	W., H.
Railway clerks,	Northampton,	Jan. 1, 1912	- ⁴	W., H.
Railway clerks,	Pittsfield,	May 1, 1912	- ⁴	W., H.
Railway clerks,	Pittsfield,	Jan. 11, 1913	- ⁴	W., H.
Railway clerks,	Salem,	Jan. 1, 1912	- ⁴	W., H.
Railway clerks,	Somerville,	Jan. 1, 1912	- ⁴	W., H.
Railway clerks,	Springfield,	Jan. 1, 1912	- ⁴	W., H.
Railway clerks,	Springfield,	May 1, 1912	- ⁴	W., H.
Railway clerks,	Springfield,	Jan. 11, 1913	- ⁴	W., H.
Railway clerks,	Worcester,	Jan. 1, 1912	- ⁴	W., H.
Railway clerks,	Worcester,	May 1, 1912	- ⁴	W., H.
Railway clerks,	Worcester,	Jan. 11, 1913	- ⁴	W., H.
Clerks, Retail.				
Retail clerks,	Boston,	Jan. 1, 1916	Dec. 31, 1916	H., U. S., C.
Clothing and shoe clerks,	Brookton,	May 1, 1916	May 1, 1917	H., U. S., C.
Dry goods clerks,	Brookton,	Mar. 1, 1914	Mar. 1, 1917 ⁵	W., H., U. S., C.
Grocery and provision clerks,	Brookton,	Mar. 1, 1914	Mar. 1, 1917 ⁵	W., H., U. S., C.
Grocery and provision clerks,	Lynn,	Nov. 1, 1912	- ⁷	H., U. S., C.
Wholesale wine clerks,	Springfield,	Apr. 15, 1916	Jan. 1, 1917 ⁶	W., H., A., Arb., U. S.
Retail clerks,	Taunton,	Oct. 1, 1916	Indefinite	H.
Wholesale wine clerks,	Worcester,	Jan. 1, 1916	Jan. 1, 1919 ⁶	W., H., Arb. S. B., Arb., U. S.
Compositors.				
Compositors { newspaper, }	Boston,	Nov. 16, 1916	Nov. 16, 1917 ⁶	W., H., A., Arb., U. S.
Compositors { book and job, }		Oct. 24, 1916	Mar. 31, 1921	W., H., A., Arb., U. S., San.
Compositors { newspaper, }	Brookton,	Oct. 24, 1914	- ⁷	W., H., A., U. S.
Compositors { book and job, }		Jan. 1, 1915	Jan. 1, 1918 ⁶	W., H., A., Arb.
Compositors { newspaper, }	Fall River,	Jan. 1, 1916	Dec. 31, 1919	W., H., A., Arb., U. S., L.
Compositors { book and job, }		Apr. 3, 1916	- ⁴	U. S., L.

¹ Revised in 1891.² Superseded by new Bill of Prices on March 19, 1917.³ Bill of Prices applicable to packers was adopted.⁴ On 30 days' notice.⁵ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.⁶ New agreement, for a period of one year, went into effect on April 1, 1917.⁷ On 60 days' notice.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Compositors — Con.				
Compositors,	Fitchburg,	Jan. 1, 1917	Dec. 31, 1918 ¹	W., H., A.
Compositors,	Greenfield,	Feb. 23, 1913	Jun. 1, 1917	W., H., A., 'Arb., U. S., L.
Compositors,	Haverhill,	Mar. 1, 1915	Indefinite	W., H., A.
Compositors,	Holyoke,	Jan. 1, 1917	Jan. 1, 1922	W., H., A., U. S., San.
Compositors,	Lawrence,	Jan. 3, 1916	Dec. 31, 1920 ¹	W., H., A., U. S. ²
Compositors { newspaper, book and job,	Lowell,	Jan. 1, 1913	Dec. 31, 1917	W., H., A., U. S.
Compositors { newspaper, book and job,	Lynn,	Jan. 24, 1915	Jul. 24, 1917	W., H., A., Arb., U. S.
Compositors, newspaper,	New Bedford,	Mar. 1, 1916	Dec. 31, 1916	W., H., A., Arb., U. S., L.
Compositors,	North Adams,	Nov. 1, 1913	Oct. 26, 1916 ⁴	W., H., A., Arb., U. S., L.
Compositors,	Northampton,	Feb. 1, 1915	Jul. 1, 1917	W., H., A., Arb., U. S., L.
Compositors,	Pittsfield,	Nov. 26, 1913	Indefinite	W., H., A., U. S., L.
Compositors,	Pittsfield,	Apr. 1, 1916	Dec. 31, 1918	W., H., A., Arb., U. S.
Compositors { newspaper, book and job,	Springfield,	Mar. 24, 1916	Mar. 24, 1921 ¹	W., H., A., U. S., San.
Compositors,	Taunton,	Jan. 1, 1914	Indefinite	W., H., A., U. S.
Compositors, newspaper,	Worcester,	Sep. 1, 1912	{ Sep. 1, 1916 Sep. 1, 1918	W., H., A., U. S.
		Mar. 1, 1916	Feb. 28, 1919 ¹	W., H., A., Arb., U. S.
Conductors, Railway.⁵				
Railway conductors,	Boston,	Oct. 1, 1913	— ⁶	W., H. ⁷
Railway conductors,	Boston,	Oct. 1, 1913	— ⁶	W., H. ⁷
Railway conductors,	Boston,	Oct. 1, 1913	— ⁶	W., H. ⁷
Railway conductors,	Fitchburg,	Oct. 1, 1913	— ⁶	W., H. ⁷
Railway conductors,	Springfield,	Oct. 1, 1913	— ⁶	W., H. ⁷
Railway conductors,	Worcester,	Oct. 1, 1913	— ⁶	W., H. ⁷

¹ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.

² Employers accepting the contract agree to observe the laws of the local and the international typographical unions.

³ On 60 days' notice.

⁴ New contract in process of preparation.

⁵ An Act of Congress, approved by the President on September 3, 1916, provided, in brief, that, beginning January 1, 1917, eight hours should be deemed the standard or measure of a day's work for the purpose of reckoning the compensation of all employees of carriers engaged in interstate and foreign commerce, with certain specified exceptions. This Act, known as the "Adamson Act", called for the appointment of a commission of three which should observe the operation and effects of the institution of the eight-hour standard work day, during a period of not less than six months nor more than nine months, and within thirty days thereafter should report its findings to the President and Congress. Pending the report of this commission the compensation of railroad employees subject to the Act should not be reduced below the existing standard day's wage, and for all necessary time in excess of eight hours such employees should be paid at a rate not less than the pro rata for such standard eight hours of work. The courts have since been called upon to interpret certain provisions of this Act. On March 19, 1917, the Federal Supreme Court decided that the Adamson Act, establishing eight hours as the normal working day for railroad employees subject to the Act, and as a basis for the calculation of their wages in cases where that amount of time is exceeded, is constitutional and enforceable in every feature.

The Act has not as yet been fully applied but is awaiting the review and decisions of the Council of Committee on National Defense consisting of four members of the National Conference Committee of the Railways and the four Executive Heads of the Railway Labor Organizations.

⁶ On 30 days' notice.

⁷ Rules applicable to railway employees contain many special terms largely dependent upon the nature of the employment.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Cooks and Waiters.				
Waiters,	Boston, . . .	Oct. 1, 1912	- ¹	W., H., U. S.
Waiters,	Boston, . . .	Oct. 1, 1912	- ¹	W., H., U. S.
Marine cooks,	Boston, . . .	Jul. 1, 1915	Jul. 1, 1917	W., U. S., San
Hotel and restaurant employees,	Brockton, . . .	Apr. 15, 1916	Apr. 15, 1917	W., H., U. S., L.
Cooks and waiters,	Springfield, . . .	Sep. 13, 1915	Sep. 12, 1917	W., H., U. S., C.
		Oct. 1, 1915	Indefinite	
Coopers.				
Coopers, brewery,	Boston, . . .	Jun. 5, 1916	Jun. 5, 1919	W., H.
Coopers, brewery,	Worcester, . . .	May 1, 1916	Apr. 30, 1921 ²	W., H., Arb., U. S.
Cutting Die and Cutter Makers.				
Cutting die and cutter makers,	Brockton, . . .	Feb. 1, 1911	- ³	W., H., A., U. S.
Cutting die and cutter makers,	Haverhill, . . .	Jan. 1, 1912	- ³	W., H., A., U. S.
Die cutters,	Lynn, . . .	Jan. 1, 1911	- ³	W., H., A., U. S.
Cutting die and cutter makers,	Stoneham, . . .	Jan. 1, 1912	- ³	W., H., A., U. S.
Cutting die and cutter makers,	Worcester, . . .	Apr. 1, 1913	- ³	H., A., U. S.
Electrical Workers.				
Electrical workers,	Boston, . . .	Jul. 1, 1914	Jul. 1, 1917	W., H., A., U. S.
Electrical workers,	Boston, . . .	May 1, 1916	May 1, 1918	W., H., A., U. S.
Electrical workers,	Brockton, . . .	Oct. 1, 1916	- ⁴	W., H., A., Arb., U. S.
Electrical workers,	Fall River, . . .	Dec. 18, 1916	May 1, 1918	W.
Electrical workers,	Fitchburg, . . .	May 1, 1917	Jul. 1, 1919 ⁵	W., H., A., U. S.
Electrical workers,	Haverhill, . . .	Jul. 1, 1916	Jun. 12, 1919 ⁵	W., H., A., U. S.
Electrical workers,	Holyoke, . . .	Jun. 12, 1916	Jun. 12, 1919 ⁵	W., H., A., U. S.
Electrical workers,	Lawrence, . . .	Feb. 1, 1913	- ⁴	W., H., U. S.
Electrical workers,	Lowell, . . .	Sep. 1, 1916	Sep. 1, 1918 ⁵	W., H., A., U. S.
Electrical workers,	Lynn, . . .	Apr. 10, 1916	Apr. 10, 1917 ⁵	W., H., A., U. S.
Electrical workers,	New Bedford, . . .	Jul. 19, 1916	Jul. 19, 1917 ⁵	W., H., A., U. S. ⁶
Electrical workers,	Northampton, . . .	Aug. 9, 1916	Aug. 9, 1917	W., H., A.
Electrical workers,	Quincy, . . .	May 1, 1916	May 1, 1919 ⁵	W., H., A., U. S.
Electrical workers,	Salem, ⁶ . . .	Jan. 1, 1916	Jan. 1, 1917 ⁵	W., H., A., Arb., U. S.
Electrical workers,	Springfield, . . .	Jun. 1, 1916	Jul. 1, 1917	W., H., A.
Electrical workers,	Salem, ⁶ . . .	Apr. 15, 1916	Apr. 15, 1917	W., H., A., Arb., U. S.
Electrical workers,	Springfield, . . .	Sep. 1, 1916	Sep. 1, 1917 ⁵	W., H., A., Arb., U. S.
Electrical workers,	Taunton, . . .	Aug. 1, 1916	- ⁴	W., H., A., U. S.
Electrical workers,	Worcester, . . .	May 1, 1916	May 1, 1919	W., H., A., Arb., U. S.
Elevator Constructors.				
Elevator constructors,	Boston, . . .	May 6, 1916	May 6, 1919	W., H., A., Arb., U. S.
Elevator constructors,	Springfield, . . .	May 1, 1914	May 1, 1918	W., H., A., Arb., U. S.

¹ On 15 days' notice.² Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.³ On 30 days' notice.⁴ On 60 days' notice.⁵ If, upon demand, the union is unable to furnish a sufficient number of union workmen, the contractor may employ such men as he sees fit.⁶ Including also Beverly, Danvers, Hamilton, Manchester, Marblehead, Peabody, and Wenham.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Engineers, Locomotive.¹				
Locomotive engineers,	Boston,	May 1, 1912 ²	— ³	W., H.
Locomotive engineers,	Boston,	May 1, 1912	— ³	W., H.
Locomotive engineers,	Boston,	May 1, 1912 ²	— ³	W., H.
Locomotive engineers,	Fitchburg,	May 1, 1912 ²	— ³	W., H.
Locomotive engineers,	Greenfield,	May 1, 1912 ²	— ³	W., H.
Locomotive engineers,	Springfield,	May 1, 1912 ²	— ³	W., H.
Locomotive engineers,	Worcester,	May 1, 1912	— ³	W., H.
Engineers, Steam.				
Engineers { brewery, mercantile, }	Boston,	{ Mar. 1, 1913 Jan. 1, 1914 }	{ Mar. 1, 1917 ⁴ Indefinite }	{ W., H., Arb. S. B., W., H., Arb., U. S. }
Engineers, coal hoisting,	Boston,	Nov. 1, 1915	Oct. 31, 1917	W., H., U. S. ⁵
Engineers, coal hoisting supervisors,	Boston,	Nov. 22, 1913	— ³	W., H.
Engineers, hoisting and portable, ⁶	Boston, ⁷	Feb. 1, 1916	Indefinite	W., H.
Engineers, mercantile,	Boston,	Jul. 1, 1916	Indefinite	W., H.
Engineers, steam,	Brookton,	Oct. 12, 1912 ⁸	— ³	W., H., Arb., U. S.
Engineers, brewery,	Fall River,	Aug. 1, 1916	Aug. 1, 1919 ⁹	W., H., Arb. S. B., Arb., U. S.
Engineers, steam,	Lowell,	Jul. 1, 1916	Indefinite	W., H.
Engineers, steam,	Milford,	Apr. 1, 1912	Apr. 1, 1917	W., H., U. S., San.
Engineers, brewery,	New Bedford,	May 1, 1916	May 1, 1918	W., H., Arb. S. B., Arb., U. S.
Engineers, steam,	Quincy,	May 15, 1916	Indefinite	W., H., Arb., San.
Engineers, hoisting and portable,	Rockport,	Mar. 1, 1916	Mar. 1, 1920 ⁹	W., H., Arb.
Engineers, steam,	Salem,	Jul. 1, 1916	Indefinite	W., H.
Engineers, hoisting and portable,	Springfield,	May 1, 1916	Indefinite	W., H.
Engineers, brewery,	Worcester,	Mar. 1, 1916	Mar. 1, 1919 ⁹	W., H., Arb. S. B., Arb., U. S.
Firemen, Locomotive.¹				
Locomotive firemen and enginemen,	Boston,	{ May 3, 1913 Feb. 1, 1914 }	{ — ³ — ³ }	W., H.
Locomotive firemen and enginemen,	Boston,	{ Apr. 23, 1913 Sep. 27, 1913 }	{ — ³ — ³ }	W., H.
Locomotive firemen and enginemen,	Boston,	{ May 3, 1913 Nov. 21, 1914 }	{ — ³ — ³ }	W., H.
Locomotive firemen and enginemen,	Fitchburg,	{ May 3, 1913 Nov. 21, 1914 }	{ — ³ — ³ }	W., H.
Locomotive firemen and enginemen,	Greenfield,	{ May 3, 1913 Nov. 21, 1914 }	{ — ³ — ³ }	W., H.
Locomotive firemen and enginemen,	Springfield,	{ May 3, 1913 Nov. 21, 1914 }	{ — ³ — ³ }	W., H.
Locomotive firemen and enginemen,	Springfield,	{ May 3, 1913 Feb. 1, 1914 }	{ — ³ — ³ }	W., H.
Locomotive firemen and enginemen,	Taunton,	{ May 3, 1913 Feb. 1, 1914 }	{ — ³ — ³ }	W., H.
Locomotive firemen and enginemen,	West Springfield,	{ Apr. 23, 1913 Sep. 27, 1913 }	{ — ³ — ³ }	W., H.
Locomotive firemen and enginemen,	Worcester,	{ May 3, 1913 Nov. 21, 1914 }	{ — ³ — ³ }	W., H.

¹ See note ⁴, p. 220.² Rates of pay went into effect on May 1, 1912; awards regarding "Held Away from Home Terminal and Final Terminal Delay" on November 1, 1912; other rules applicable to engineers employed on the Boston and Albany Railroad on January 1, 1913; other rules applicable to engineers on the Boston and Maine Railroad on November 1, 1913.³ On 30 days' notice.⁴ New agreement for a term of three years went into effect on this date.⁵ Preference of employment is given to union members.⁶ Although no signed agreements exist between this Union and local contractors, the union has nevertheless been able to establish in the trade the Schedule of Wages and Working Rules which it has adopted for its members. Inasmuch as these rules were established with the tacit, if not formally expressed, assent of the employers, such acceptance has been regarded as having the binding effect of a more formal agreement.⁷ With jurisdiction over Haverhill, Lawrence, Lowell, Lynn, New Bedford, Salem, Taunton, and Worcester.⁸ Superseded by new agreement on June 1, 1917.⁹ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Firemen, Stationary.				
Stationary firemen, breweries, . . .	Boston, . . .	Mar. 1, 1916	Mar. 1, 1919 ¹	W., H., Arb. S. B., Arb., U. S.
Stationary firemen,	Brockton, . . .	Aug. 24, 1916	Indefinite	W., H., Arb., U. S.
Stationary firemen,	Lawrence, . . .	Feb. 11, 1917	- ¹	-
Stationary firemen,	Lowell, . . .	Jul. 1, 1916	Jul. 1, 1918	-
Stationary firemen, breweries, . . .	Lowell, . . .	May 1, 1914	May 1, 1917 ¹	W., H., Arb. S. B., Arb., U. S.
Stationary firemen,	Lynn, . . .	Jul. 20, 1916	Feb. 21, 1917 ¹	W., H., Arb., U. S.
Stationary firemen,	Lynn, . . .	Jan. 1, 1916	- ¹	W., H., Arb.
Stationary firemen,	New Bedford, . . .	May 1, 1916	May 1, 1918 ¹	W., H., Arb. S. B., Arb., U. S.
Stationary firemen { breweries, theatres, }	Worcester, . . .	Mar. 1, 1916	Mar. 1, 1919	W., H., Arb. S. B., Arb., U. S.
		Sep. 1, 1914	- ¹	W., H., Arb., U. S.
Freight Handlers and Clerks.				
Freight handlers, dock,	Boston, . . .	May 11, 1916	Indefinite	- - -
Freight handlers, dock,	Boston, . . .	Feb. 21, 1914	Indefinite	H.
Fur Workers.				
Fur workers,	Boston, . . .	Oct. 1, 1914	Jan. 1, 1917 ¹	W., H., U. S., San.
Garment Workers.				
Cloak makers,	Boston, . . .	Mar. 8, 1913	} Indefinite	{ W., H., Arb., U. S., San.
Clothing workers,	Boston, . . .	Aug. 31, 1915		
Clothing workers,	Boston, . . .	Jun. 6, 1916	Jun. 6, 1917	W., H., Arb., ⁴ U. S., San.
Coat makers,	Boston, . . .	Mar. 8, 1915	Mar. 8, 1917	W., H., Arb., U. S., L., San.
Coat makers,	Boston, . . .	Jun. 6, 1916	Jun. 6, 1917	W., H., Arb., ⁴ U. S., San.
Cutters, ladies' garment,	Boston, . . .	Feb. 9, 1916	Indefinite	W., H., A., Arb., U. S., San.
Cutters and trimmers,	Boston, . . .	Aug. 21, 1911	} Indefinite	{ W., H., A., U. S. ¹
Cutters and trimmers,	Boston, . . .	Nov. 8, 1911		
Cutters and trimmers,	Boston, . . .	Mar. 8, 1915	Mar. 8, 1917	W., H., Arb. S. B., Arb., U. S., L., San.
Overall workers,	Boston, . . .	Apr. 1, 1912	Apr. 1, 1917	W., H., Arb., U. S., L., San.
Pants makers,	Boston, . . .	Jun. 6, 1916	Jun. 6, 1917	W., H., Arb., ⁴ U. S., San.
Pressers, coat and piece,	Boston, . . .	Jun. 6, 1916	Jun. 6, 1917	W., H., Arb., ⁴ U. S., San.
Pressers, skirt and cloak,	Boston, . . .	Feb. 9, 1916	Indefinite	W., H., A., Arb., U. S., San.
Raincoat makers,	Boston, . . .	Jul. 15, 1916	Jul. 15, 1917 ¹	W., H., Arb., U. S.
Shirt waist makers,	Boston, . . .	Feb. 9, 1916 ¹	Indefinite	W., H., A., Arb., U. S., San.
Skirt and dressmakers,	Boston, . . .	Feb. 9, 1916	Indefinite	W., H., A., Arb., U. S., San.
Tailors, custom,	Boston, . . .	Jun. 6, 1916	Jun. 6, 1917	W., H., Arb., ⁴ U. S., San.
Vest makers,	Boston, . . .	Jun. 6, 1916	Jun. 6, 1917	W., H., Arb., ⁴ U. S., San.
Overall workers,	North Brookfield, . . .	Feb. 1, 1913	Indefinite	W.

¹ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.

² On 30 days' notice.

³ New agreement pending.

⁴ The clause providing for the establishment of a board of arbitration, to whom matters in controversy may be referred, was contained in the agreement made with the Clothiers Association only.

⁵ Preference of employment is given to union members.

⁶ Awards were made by an arbitrator on March 21, 1917, in the matter of certain questions at issue relative to the wage scale and several other working rules contained in the agreement.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Gold Beaters.				
Gold beaters,	Boston,	May 1, 1916	May 1, 1917	W.
Granite Cutters.¹				
Granite cutters,	Boston,	Apr. 1, 1916	Apr. 1, 1921 ²	W., H., A., U. S., San.
Granite cutters,	Brockton,	Mar. 1, 1916	Mar. 1, 1921 ²	W., H., A., Arb., San.
Granite cutters,	Chelmsford,	May 1, 1916	May 1, 1921 ²	W., H., A., Arb., U. S., San.
Granite cutters,	Chester,	Mar. 1, 1911	Mar. 1, 1916 ²	W., H., A., Arb., San.
Granite cutters,	Fall River,	May 1, 1913	May 1, 1917 ²	W., H., A., Arb., San.
Granite cutters,	Fitchburg,	May 1, 1916	May 1, 1921 ²	W., H., A., Arb., U. S., San.
Granite cutters,	Gloucester and Rockport,	May 1, 1916	Mar. 1, 1921 ²	W., H., A., Arb., San.
Granite cutters,	Holyoke and Springfield,	May 1, 1916	May 1, 1918 ²	W., H., A., U. S., San.
Granite cutters,	Lawrence,	Mar. 1, 1913	Mar. 1, 1917	W., H., Arb., U. S., San.
Granite cutters,	Lowell,	May 1, 1913	May 1, 1917 ²	W., H., A., Arb., San.
Granite cutters,	Lynn,	Apr. 1, 1913	Apr. 1, 1917	W., H., A., Arb., U. S., San.
Granite cutters,	Marlborough, ³	Mar. 1, 1916	Mar. 1, 1919 ²	W., H., A., Arb., U. S., San.
Granite cutters,	Milford,	Apr. 1, 1912	Apr. 1, 1917 ²	W., H., A., U. S., San.
Granite cutters,	Monson,	Apr. 1, 1913	Apr. 1, 1917 ²	W., H., A., Arb., San.
Granite cutters,	New Bedford,	Apr. 1, 1916	Apr. 1, 1917 ²	W., H., A., U. S., San.
Granite cutters,	Quincy,	Mar. 1, 1916	Mar. 1, 1921 ²	W., H., A., Arb., San.
Granite cutters,	Townsend,	May 15, 1915	May 1, 1917 ²	W., H., Arb., San.
Granite cutters,	Westford,	May 1, 1916	May 1, 1917 ²	W., H., Arb., San.
Granite cutters,	Worcester,	May 1, 1912	May 1, 1917 ²	W., H., A., U. S., San.
Hat and Cap Makers.				
Cap cutters and blockers,	Boston,	Jul. 10, 1916	Jul. 10, 1917	W., H., Arb., U. S., L.
Cloth hat and cap makers,	Boston,	Jul. 10, 1916	Jul. 10, 1917	W., H., Arb., U. S., L.
Hatters,	Boston,	Jun. 1, 1915	Jun. 1, 1917	- - -
Hod Carriers and Building Laborers.				
Plasterers' tenders,	Boston,	Jun. 1, 1916	Jun. 1, 1917	W., H., Arb.
Hod carriers and building laborers,	Boston,	Jul. 15, 1916	May 31, 1917 ⁴	W., H., Arb., U. S. ⁵
Hod carriers and building laborers,	Boston,	Jul. 15, 1916	May 31, 1917 ⁴	W., H., Arb., U. S. ⁵
Building laborers,	Brockton,	Jun. 27, 1916 ⁴	Indefinite	W.
Hod carriers and building laborers,	Haverhill,	Apr. 1, 1917	Apr. 30, 1918	W., H., U. S. ⁵
Building laborers,	Holyoke,	May 1, 1916	May 1, 1917	W., H.
Building laborers,	Newton,	May 1, 1914	Indefinite	W.
Hod carriers and building laborers,	Quincy,	May 7, 1914	Indefinite	W., H.

¹ Includes also granite polishers and tool sharpeners.² Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.³ Granite cutters employed in this locality are members of the Quincy union.⁴ Superseded by new agreement which went into effect on June 1, 1917, to continue in force until May 31, 1918.⁵ Employers signing the contract agree to give preference of employment to such workmen as are under the jurisdiction of the International Hod Carriers, Building and Common Laborers' Union of America.⁶ In settlement of a controversy, agreement between parties concerned was made on this date, to become effective on August 1, 1916, and followed a joint application for arbitration to the State Board of Conciliation and Arbitration.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Horsehoers.				
Horsehoers,	Boston,	May 5, 1916	May 5, 1919	W., H., A., U. S.
Horsehoers,	Worcester,	May 1, 1916	May 1, 1917	W., H., U. S., L.
Insulators and Asbestos Workers.				
Insulators and asbestos workers,	Boston,	Aug. 2, 1915	Jan. 1, 1918	W., H., A., Arb., U. S.
Lamplighters.				
Lamplighters,	Boston,	Feb. 1, 1914	Indefinite	W., H., Arb., U. S.
Lathers, Wood, Wire, and Metal.				
Lathers,	Boston,	Jul. 1, 1915	May 1, 1917	W., H., A., U. S.
Lathers,	Holyoke,	Jun. 1, 1915	Indefinite	W., H.
Lathers,	Springfield,	Jun. 1, 1917	Jun. 1, 1918	W., H.
Lathers,	Worcester,	May 1, 1915	Jun. 1, 1917 ¹	W., H., A., U. S.
Laundry Workers.				
Laundry workers,	Brookton,	May 1, 1916	Apr. 30, 1917	W., H., A., Arb. S. B., U. S. ²
Laundry workers,	Haverhill,	May 1, 1916	May 1, 1917	W., H., A., Arb., U. S., L.
Leather Workers.				
Leather workers on horse goods,	Boston,	Apr. 15, 1916	{ Apr. 14, 1917 Apr. 15, 1918	{ W., H., Arb., U. S., C.
Leather workers,	Lowell,	May 1, 1916	May 1, 1917 ³	W., H., Arb. S. B., U. S.
Longshoremen.				
Coal handlers,	Boston,	Apr. 24, 1915	Jan. 1, 1916 ⁴	W., H., Arb.
Longshoremen,	Boston,	May 26, 1916	Sep. 30, 1917	W., H., Arb., U. S.
Longshoremen,	Boston,	May 26, 1916	Sep. 30, 1917	W., H., Arb., U. S.
Longshoremen,	Boston,	May 26, 1916	Sep. 30, 1917	W., H., Arb., U. S.
Machinists.				
Machinists,	Boston,	Jun. 13, 1916	Jun. 13, 1917 ⁵	W., H., A., U. S.
Machinists, railroad,	Boston,	Jun. 10, 1916	Apr. 21, 1917 ⁶	H. ⁷
Machinists' helpers, railroad,	Boston,	Jun. 10, 1916	Jun. 10, 1917	- - -
Machinists, railroad,	Boston,	Mar. 17, 1916	- ⁴	H., A. ⁸
Machinists, railroad,	Boston,	Mar. 17, 1916	- ⁴	H., A. ⁸
Machinists' helpers, railroad,	Boston,	Mar. 17, 1916	- ⁴	H., A. ⁸
Machinists,	Brookton,	Apr. 1, 1916	Apr. 1, 1917	W., H., U. S.
Machinists, railroad,	Fitchburg,	Jun. 10, 1916	Apr. 21, 1917 ⁶	H. ⁸
Machinists, railroad,	Greenfield,	Jun. 10, 1916	Apr. 21, 1917 ⁶	H. ⁸
Machinists, railroad,	Lowell,	Jun. 10, 1916	Apr. 21, 1917 ⁶	H. ⁸
Machinists' helpers, railroad,	Lowell,	Jun. 10, 1916	Apr. 21, 1917 ⁶	H. ⁸
Machinists,	Lowell,	{ Jun. 1, 1916 Feb. 21, 1916	{ Jun. 1, 1917 ⁴ Feb. 21, 1917 ⁴	{ W., H., A., U. S. ⁴
Machinists, fixers,	Lowell,	Jul. 24, 1916	Feb. 21, 1917 ⁴	W., H., A., U. S.
Machinists,	Ludlow,	Oct. 28, 1915	Nov. 1, 1916	W.
Machinists,	Springfield,	Oct. 5, 1915	Oct. 5, 1917 ⁴	H., Arb. S. B.
Machinists, railroad,	Springfield,	Jun. 10, 1916	Apr. 21, 1917 ⁴	H. ⁸
Machinists, railroad,	Taunton,	Mar. 17, 1916	- ⁴	H. A. ⁸
Machinists,	Worcester,	{ Jun. 2, 1916 Jun. 22, 1916	{ Jun. 2, 1917 Jul. 1, 1917	{ W., H., A., Arb., U. S.
Machinists, railroad,	Worcester,	Jun. 10, 1916	Apr. 21, 1917 ⁴	H. ⁸

¹ Superseded by new agreement on this date.² When hiring help employers agree to give preference to union members in good standing or persons willing to become members at the next regular meeting of the union.³ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.⁴ On 30 days' notice.⁵ Also many other rules largely dependent upon the special nature of the employment.⁶ Workmen who had been in the employ of the company for five years prior to the signing of the agreement were not required to join the union.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Mailers.				
Mailers,	Boston, . . .	Nov. 24, 1914	Nov. 24, 1918	W. H. A. Arb., U. S.
Maintenance of Way Employees.				
Maintenance of way employees, . . .	Boston, . . .	Apr. 8, 1916 ¹	- ²	W., H.
Bridge and building department employees,	Boston, . . .	{ Aug. 16, 1915 Jun. 17, 1916 ³	- ³	W., H.
Signal department employees, . . .	Boston, . . .	Apr. 15, 1916	Apr. 15, 1917	W., H.
Track men,	Boston, . . .	Mar. 11, 1916	- ⁴	W., H.
Maintenance of way employees, . . .	Fitchburg, . . .	Apr. 8, 1916 ¹	- ⁴	W., H.
Maintenance of way employees, . . .	Lawrence, . . .	Apr. 8, 1916 ¹	- ⁴	W., H.
Maintenance of way employees, . . .	Lowell, . . .	Apr. 8, 1916 ¹	- ⁴	W., H.
Maintenance of way employees, . . .	North Adams, . . .	Apr. 8, 1916 ¹	- ⁴	W., H.
Maintenance of way employees, . . .	Northampton, . . .	Apr. 8, 1916 ¹	- ⁴	W., H.
Maintenance of way employees, . . .	Pittsfield, . . .	Mar. 11, 1916	- ⁴	W., H.
Maintenance of way employees, . . .	Salem, . . .	Apr. 8, 1916 ¹	- ⁴	W., H.
Track men,	Springfield, . . .	Mar. 11, 1916	- ⁴	W., H.
Maintenance of way employees, . . .	Worcester, . . .	Apr. 8, 1916 ¹	- ⁴	W., H.
Track men,	Worcester, . . .	Mar. 11, 1916	- ⁴	W., H.
Marble, Mosaic, Terrazzo, and Composite Workers.				
Marble, mosaic, terrazzo, and composite workers,	Boston, . . .	Jan. 1, 1916	Jan. 1, 1917 ⁴	W., H., U. S.
Meat Cutters and Butcher Workmen.				
Meat cutters and butcher workmen, . . .	Cambridge, . . .	Feb. 7, 1916	Jan. 1, 1917	W., H.
Sausage makers,	Cambridge, . . .	May 1, 1914	Indefinite	W., H., U. S.
Sausage makers,	Springfield, . . .	Feb. 7, 1916	Jan. 1, 1917	W., H.
Metal Polishers, Buffers, and Platers.				
Metal polishers, buffers, and platers, . . .	Boston, . . .	Apr. 1, 1913	May 1, 1917 ⁴	W. H. A. Arb., U. S. L.
Metal polishers, buffers, and platers, . . .	Springfield, . . .	Oct. 5, 1915	Oct. 5, 1917 ⁴	H. Arb. S. B.
Metal polishers,	Worcester, . . .	Jul. 1, 1915	Jul. 1, 1916	W. H. A. Arb., U. S.
Molders and Coremakers.				
Molders, iron,	Chelsea, . . .	Jan. 1, 1916	Jan. 1, 1917	W., H. A. Arb., L.
Molders, iron,	Chicopee, . . .	Mar. 1, 1916	Feb. 28, 1917 ⁴	W., H.
Molders, iron,	Fall River, . . .	Mar. 13, 1916	Mar. 13, 1917	- - -
Molders, iron,	Holyoke, . . .	Mar. 1, 1916	Feb. 28, 1917 ⁴	W., H.
Molders,	Lowell, . . .	Jan. 1, 1916	Jan. 1, 1919 ⁴	W., H. A.
Molders, brass,	Springfield, . . .	Mar. 1, 1916	Feb. 28, 1917 ⁴	W., H.
Molders, iron,	Springfield, . . .	Mar. 1, 1916	Feb. 28, 1917 ⁴	W., H.
Molders,	Taunton, . . .	Jan. 1, 1915	Dec. 31, 1916	W., H. A. Arb., L.
Molders, iron,	Wakefield, . . .	Jan. 1, 1916	Jan. 1, 1917	- - -
Molders, iron,	Watertown, . . .	Jan. 1, 1916	Dec. 31, 1916	W., H. A. Arb., L.
Musicians.				
Musicians,	Lawrence, . . .	Sep. 1, 1916	May 1, 1917	W., H.
Musicians,	Lowell, . . .	-	Indefinite	W.
Musicians,	Natick, . . .	Apr. 1, 1916	Apr. -, 1917	W., U. S.

¹ Rates of pay were increased in June, 1916.² On 30 days' notice.³ General rules and increased rates of pay applicable to *foremen* in the department went into effect on this date.⁴ New agreement became effective on this date.⁵ Superseded on this date by a new agreement to continue in force until April 1, 1918.⁶ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Painters, Decorators, and Paperhangers.				
Glasiers { shop men, outside men, }	Boston, . . .	Jan. 2, 1917	Jan. 2, 1918	- - -
Paperhangers,	Boston, . . .	Mar. 1, 1917	Jun. 1, 1920	W., H., A.
Sign writers,	Boston, . . .	Sep. 1, 1916	Indefinite	W., H.
Painters, decorators, and paperhangers,	Boston, . . .	May 1, 1917	May 1, 1918	W., H., A., U. S., L.
Painters,	Brockton, . . .	Apr. 1, 1916	May 8, 1917 ¹	W., H., Arb., U. S.
Painters,	Chelsea, . . .	May 1, 1916	May 1, 1917	U. S. ²
Painters,	Framingham, . . .	Apr. 1, 1916	Apr. 1, 1917	W., H.
Painters,	Gardner, . . .	May 1, 1916	May 1, 1917	W., H., Arb., U. S., C.
Painters,	Gloucester, . . .	Jun. 1, 1916	Jun. 1, 1917	W., H., A., Arb., U. S.
Painters,	Haverhill, . . .	Jan. 1, 1916	Dec. 31, 1918 ³	W., H., Arb., U. S.
Painters, decorators, and paperhangers,	Holyoke, . . .	May 1, 1916	Indefinite	W., H.
Painters, decorators, and paperhangers,	Lowell, . . .	Apr. 1, 1916	Apr. 1, 1918	W., H., U. S.
Painters, decorators, and paperhangers,	Medford, . . .	Apr. 1, 1916	Mar. 31, 1917	W., H., A., U. S.
Painters, decorators, and paperhangers,	Milford, . . .	May 1, 1914	Indefinite	W., H.
Painters, decorators, and paperhangers,	Natick, . . .	Apr. 1, 1914	Apr. 1, 1917	W., H., U. S.
Painters, decorators, and paperhangers,	New Bedford, . . .	Apr. 1, 1916	Apr. 16, 1917 ¹	W., H., A., U. S.
Painters, decorators, and paperhangers,	Newton, . . .	Apr. 17, 1916	Apr. 1, 1918	W., H., Arb., U. S.
Painters, decorators, and paperhangers,	Salem, . . .	Jul. 1, 1914	Indefinite	W., H.
Painters, decorators, and paperhangers,	Springfield, . . .	May 1, 1916	May 1, 1917 ³	W., H., A., Arb., U. S., C.
Painters, decorators, and paperhangers,	Westborough, . . .	Apr. 1, 1914	Mar. 1, 1917 ¹	W., H.
Painters, decorators, and paperhangers,	Westfield, . . .	Apr. 1, 1915	Apr. 1, 1917	W., H.
Painters, decorators, and paperhangers,	Winchester, . . .	Apr. 1, 1914	Apr. 1, 1917	W., H., A., Arb., U. S.
Painters, decorators, and paperhangers,	Worcester, . . .	Apr. 1, 1913	Apr. 1, 1917	W., H., U. S.
Paperhangers,	Worcester, . . .	Apr. 1, 1916	Apr. 1, 1918 ³	W.
Paper Makers.				
Pulp, sulphite, and paper mill workers,	Northampton, . . .	Jan. 5, 1916	- ⁴	H., U. S.
Pattern Makers.				
Pattern makers,	Boston, . . .	Mar. 31, 1916	Jan. 1, 1917	W., H., A., U. S.
Pattern makers,	Springfield, . . .	May 1, 1916	May 1, 1917	W., H., A., U. S.
Paving Cutters.				
Paving cutters,	Chelmsford, . . .	May 1, 1916	May 1, 1920 ³	W., Arb.
Paving cutters,	Fall River, . . .	May 1, 1916	May 1, 1918	W., H., Arb., U. S.
Paving cutters,	Gloucester, . . .	May 1, 1916	Mar. 1, 1921 ³	W., Arb.
Paving cutters,	Leominster, . . .	Jul. 1, 1915	Apr. 1, 1917 ³	W., H., Arb., U. S.
Paving cutters,	Rockport, . . .	May 1, 1916	Mar. 1, 1921 ³	W., Arb.

¹ Superseded on this date by a new agreement.² Employers signing the contract agreed to pay the prevailing rate of union wages.³ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.⁴ On 30 days' notice.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agree- ments went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Photo-engravers.				
Photo-engravers,	Boston,	Mar. 15, 1912	Mar. 14, 1917	W., H., A., Arb., U. S.
Photo-engravers,	Springfield,	Mar. 1, 1916	Mar. 1, 1917 ¹	W., H., A., Arb., U. S.
Plumbers, Steam Fitters, Gas Fitters, and Helpers.				
Gas fitters, fixture fitters, and hangers,	Boston,	Jun. 1, 1915	Jan. 31, 1917	W., H., A., U. S.
Plumbers,	Boston,	Mar. 20, 1916 ²	Dec. 31, 1918	W., H., A., U. S.
Steam and sprinkler fitters,	Boston,	Sep. 1, 1914	Sep. 1, 1917 ¹	W., H., A., Arb., U. S.
Steam fitters' helpers,	Boston,	Sep. 1, 1915	Sep. 1, 1917	W., H., A., Arb., U. S.
Plumbers,	Brockton,	May 1, 1912	May 1, 1917	W., H., A., Arb., U. S.
Steam and gas fitters,	Brockton,	May 1, 1915	May 1, 1919	W., H., A., Arb., U. S.
Plumbers,	Fall River,	Jun. 1, 1915	Jun. 1, 1918	W., H., A., Arb., U. S.
Steam fitters and helpers,	Fall River,	Jul. 19, 1915	Jan. 1, 1917	W., H., A., U. S.
Plumbers and steam fitters,	Gloucester,	May 1, 1914	-	-
Plumbers, steam, and gas fitters,	Greenfield,	Mar. 31, 1917	Apr. 1, 1918	W., H.
Plumbers, gas fitters, and steam fit- ters,	Haverhill,	Jul. 1, 1916	May 1, 1919 ¹	W., H., A., Arb., U. S.
Plumbers and gas fitters,	Holyoke,	Jun. 1, 1913	- ⁴	W., H., A., Arb., U. S.
Plumbers and steam fitters,	Lawrence,	Sep. 1, 1916	Apr. 30, 1917	W., H., A., Arb., U. S.
Steam fitters, sprinkler fitters, and gas fitters,	Lowell,	Oct. 19, 1916	Oct. 1, 1918	W., H., U. S.
Plumbers,	Lynn,	May 1, 1915	May 1, 1917	W., H., A., U. S.
Steam fitters and gas fitters,	Lynn,	May 1, 1916	May 1, 1917	W., H., A., U. S.
Plumbers and steam fitters,	Malden,	Jun. 1, 1916	Jun. 1, 1918	W., H., A., Arb., U. S.
Plumbers,	Milford,	May 1, 1913	Indefinite	W., H.
Plumbers and steam fitters,	Natick,	May 1, 1914	Apr. 30, 1916 ¹	W., H., A., Arb., U. S.
Plumbers,	New Bedford,	May 1, 1915	May 1, 1920	W., H.
Steam fitters,	New Bedford,	Nov. 1, 1916	Nov. 1, 1917 ¹	W., H., A., U. S.
Plumbers, steam fitters, and gas fitters,	Northampton,	Aug. 1, 1914	Apr. 1, 1918 ¹	W., H., A., U. S.
Plumbers, gas fitters, steam fitters, and steam fitters' helpers,	Quincy,	May 1, 1912	May 1, 1916	-
Plumbers,	Salem,	Jul. 12, 1915	Jul. 12, 1920	W., H., A., Arb., U. S.
Plumbers,	Springfield,	Sep. 1, 1916	Jul. 1, 1918	W., H., A., Arb., U. S.
Steam fitters,	Springfield,	Jul. 17, 1916	Jul. 1, 1920	W., H., Arb., U. S.
Plumbers, gas fitters, steam fitters, and helpers,	Taunton,	Jul. 1, 1916	Jul. 1, 1918 ¹	W., H.
Plumbers, gas fitters, steam fitters, and steam fitters' helpers,	Wakefield,	May 1, 1915	May 1, 1918	W., H., Arb., U. S.
Plumbers,	Westfield,	Jul. 1, 1916	May 1, 1917	W., H., A.
Plumbers,	Woburn, ⁵	May 1, 1916	Apr. 30, 1918	W., H., A., U. S.
Plumbers,	Worcester,	May 1, 1912	May 1, 1917 ⁶	W., H.
Steam fitters, gas fitters, and helpers,	Worcester,	Sep. 1, 1916	Jun. 1, 1919	W., H., A., U. S. ⁷
Printing Pressmen.				
Press feeders and helpers,	Boston,	Jun. 1, 1913	Jun. 1, 1918	W., H.
Printing pressmen,	Boston,	Jun. 2, 1913	Jun. 1, 1918	W., H.
Web pressmen,	Boston,	May 22, 1912	- ⁸	W., H., A., Arb., U. S.

¹ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.

² Increase in rate of wages effective as of July 1, 1916.

³ On 6 months' notice.

⁴ On 30 days' notice.

⁵ Also Stoneham and Winchester.

⁶ Wage clause of the agreement was amended on this date and contract renewed.

⁷ Preference of employment is given to union members.

⁸ On 90 days' notice.

TABLE IV. — Analysis of Collective Agreements Reported as in Effect on July 1, 1916
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Printing Pressmen — Con.				
Printing pressmen,	Brookton,	Sep. 6, 1916	Sep. 4, 1917	W., H., A., Arb., U. S.
Web pressmen,	Fall River,	Jul. 17, 1912	- ¹	W., A., Arb., U. S.
Printing pressmen,	Lawrence,	Jan. 1, 1916	Jan. 1, 1919 ²	W., H., A., Arb., U. S.
Printing pressmen,	Lowell,	Jan. 1, 1917	Jan. 1, 1920	W., H.
Printing pressmen,	Norwood,	Jun. 2, 1912	Jun. 1, 1918	W., H.
Printing pressmen and assistants,	Springfield,	Apr. 1, 1912	- ^{3, 4}	W., H., A., Arb., U. S.
Quarry Workers.				
Quarry workers,	Chelmsford,	Mar. 1, 1916	Mar. 1, 1920 ²	W., H., Arb., U. S.
Quarry workers,	Chester,	Jun. 1, 1916	Jun. 1, 1917	W., H., U. S.
Quarry workers,	East Longmeadow,	Apr. 10, 1911	- ⁵	W., H., Arb.
Quarry workers,	Gloucester,	May 1, 1916	Mar. 1, 1921 ²	W., H., Arb.
Quarry workers,	Milford,	Apr. 1, 1912	Apr. 1, 1917	W., H., A., U. S.
Quarry workers,	Quincy,	Mar. 1, 1916	Mar. 1, 1921 ²	W., H., Arb.
Quarry workers,	Rockport,	May 1, 1916	Mar. 1, 1921 ²	W., H., Arb.
Railroad Workers and Inspectors.				
Railroad workers,	Ayer,	Jun. 20, 1916	- ¹	H. ⁶
Car cleaners,	Boston, ⁷	Jun. 20, 1916	- ¹	H. ⁶
Car inspectors, repairers, and cleaners,	Boston,	Jun. 20, 1916	- ¹	W., H.
Engine house employees,	Boston,	Jun. 10, 1916	- ¹	W., H. ⁶
Railroad workers,	Boston,	Jun. 20, 1916	- ¹	H. ⁶
Railroad workers,	Boston,	May 11, 1916	- ¹	- - -
Railroad workers,	Fitchburg,	Jun. 20, 1916	- ¹	H. ⁶
Railroad workers,	Fitchburg,	Jun. 20, 1916	- ¹	H. ⁶
Railroad workers,	Greenfield,	Jun. 20, 1916	- ¹	H. ⁶
Railroad workers,	Lowell,	Jun. 20, 1916	- ¹	H. ⁶
Railroad workers,	Salem,	Jun. 20, 1916	- ¹	H. ⁶
Railroad workers,	Salem,	Jun. 20, 1916	- ¹	H. ⁶
Railroad workers,	Springfield,	Jun. 20, 1916	- ¹	H. ⁶
Railroad workers,	Worcester,	Jun. 20, 1916	- ¹	H. ⁶
Roofers.				
Roofers, composition, damp and waterproof workers,	Boston,	Aug. 1, 1915	Jun. 1, 1917	W., H., U. S.
Roofers,	Brookton,	May 1, 1914	May 1, 1919	W., H., A., U. S.
Roofers,	Lynn,	Dec. 1, 1915	Sep. 1, 1916	W., H., A., U. S.
Slate and tile roofers,	Springfield,	May 1, 1913	- ⁸	W., H., U. S.
Sheet Metal Workers.				
Coppersmiths,	Boston,	Aug. 1, 1916	Aug. 1, 1917	W., H., A., Arb., U. S. ⁴
Sheet metal workers,	Boston,	Jan. 1, 1916	Jan. 1, 1919 ²	W., H., A., Arb.
Sheet metal workers (railroad),	Boston,	Mar. 17, 1916	- ¹	W., H.
Sheet metal workers,	Brockton,	May 1, 1916	May 1, 1917	W., H.
Sheet metal workers,	Fall River,	Nov. 1, 1915	Indefinite	W., H.
Sheet metal workers,	Lynn,	Sep. 1, 1915	Sep. 1, 1917	W., H., A.
Sheet metal workers,	Malden,	Sep. 1, 1915	Sep. 1, 1916	W., H.
Sheet metal workers,	Natick,	May 1, 1916	May 1, 1918	- - -
Sheet metal workers,	New Bedford,	May 1, 1916	Apr. 1, 1920	W., H., A., Arb., U. S.

¹ On 30 days' notice.² Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.³ On 60 days' notice.⁴ New agreement pending.⁵ On 3 months' notice.⁶ The working rules applicable to railroad employees contain many special subjects largely dependent upon the nature of the employment.⁷ Points in Massachusetts covered by this agreement are Boston, Greenfield, Northampton, and Springfield.⁸ Preference of employment is given to union members.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Sheet Metal Workers — Con.				
Sheet metal workers,	Salem,	Jul. 12, 1915	Dec. 31, 1917	W., H., A., U. S. ¹
Sheet metal workers,	Springfield,	May 1, 1916	May 1, 1921	W., H.
Sheet metal workers,	Worcester,	May 1, 1916	Apr. 30, 1919 ²	W., H., A.
Station Employees.				
Railroad station employees,	Boston,	May 20, 1912	Indefinite	H. ³
Railroad station employees,	Lowell,	May 20, 1912	Indefinite	H. ³
Railroad station employees,	North Adams,	May 20, 1912	Indefinite	H. ³
Railroad station employees,	Northampton,	May 20, 1912	Indefinite	H. ³
Railroad station employees,	Salem,	May 20, 1912	Indefinite	H. ³
Railroad station employees,	Springfield,	Aug. 1, 1913	Indefinite	- - -
Railroad station employees,	Worcester,	May 20, 1912	Indefinite	H. ³
Steam Railroad Employees, n.e.s.				
Railroad signalmen,	Boston,	Jun. 8, 1917	- ⁴	W., H.
Railroad signalmen,	Boston,	May 26, 1917	- ⁴	W., H.
Railroad transfer messengers and clerks,	Boston,	Feb. 1, 1916	Apr. 1, 1917	- - -
Railroad building mechanics,	Salem,	Apr. 8, 1913	- ⁴	W., H.
Stereotypers and Electrotypers.				
Electrotypers,	Boston,	Nov. 31, 1914	Jan. 12, 1917	W., H., A., Arb., U. S. ⁵
		Dec. 8, 1914	Dec. 8, 1917	
		Jun. 24, 1915	Jan. 12, 1920	
Stereotypers,	Boston,	Dec. 25, 1916	Dec. 25, 1917 ⁶	W., H., A., Arb., U. S.
Stereotypers and electrotypers,	Fall River,	Apr. 1, 1914	Apr. 1, 1919	- - -
Stereotypers,	Lawrence,	Jan. 1, 1916	Jan. 1, 1921 ⁷	W., H., A., Arb., U. S.
Stereotypers,	Springfield,	Jan. 18, 1917	Jan. 18, 1918	W., H., A., Arb., U. S.
Stone Cutters.				
Stone cutters,	Springfield,	Jul. 1, 1914	- ⁸	W., H., A., Arb., U. S.
Street and Electric Railway Employees.				
Street and electric railway employees,	Boston,	May 1, 1916	Apr. 30, 1919 ⁹	W., H., Arb.
Street and electric railway employees,	Brookton,	Oct. 1, 1916	May 1, 1920 ⁹	W., H., Arb.
Street and electric railway employees,	Brookfield,	Jun. 4, 1916	- ⁷	W., H.
Street and electric railway employees,	Chelsea,	Oct. 1, 1916	May 1, 1920 ⁹	W., H., Arb.
Street and electric railway employees,	Dedham,	Oct. 1, 1916	May 1, 1920 ⁹	W., H., Arb.
Street and electric railway employees,	Fall River,	Oct. 1, 1916	May 1, 1920 ⁹	W., H., Arb.
Street and electric railway employees,	Frammingham,	Aug. 1, 1913	Indefinite	- - -
Street and electric railway employees,	Gloucester,	Oct. 1, 1916	May 1, 1920 ⁹	W., H., Arb.
Street and electric railway employees,	Haverhill,	Oct. 1, 1916	May 1, 1920 ⁹	W., H., Arb.
Street and electric railway employees,	Holyoke,	Jun. 1, 1915 ¹⁰	Sep. 30, 1918	W., H., Arb.
Street and electric railway employees,	Lawrence,	Oct. 1, 1916	May 1, 1920 ⁹	W., H., Arb.

¹ Preference of employment is given to union members.² Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.³ Also many other rules largely dependent upon the special nature of the employment.⁴ On 30 days' notice.⁵ As to the employment of journeymen, employers signing contract agree to give preference to members of union by notifying union officials when additional journeymen are needed. If the union cannot furnish journeymen, the employers may employ such help as they may need.⁶ On 3 months' notice.⁷ On 10 days' notice.⁸ Award was made on November 17, 1916, by a board of arbitration in the matter of a controversy between the Holyoke Street Railway Co. and the Amalgamated Association of Street and Electric Railway Employees, Division No. 537, and was operative as of June 1, 1915.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1918*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agree-ments went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements	
Street and Electric Railway Employees — Con.					
Street and electric railway employees,	Lowell,	Oct. 1, 1916	May 1, 1920 ¹	W., H., Arb.	
Street and electric railway employees,	Lowell,	Oct. 1, 1916	May 1, 1920 ¹	W., H., Arb.	
Street and electric railway employees,	Lynn,	Oct. 1, 1916	May 1, 1920 ¹	W., H., Arb.	
Street and electric railway employees,	Northampton,	Jun. 1, 1916	May 31, 1919	W., H., Arb.	
Street and electric railway employees,	Pittsfield,	Jun. 25, 1915	Jun. 1, 1916 ²	W., H.	
Street and electric railway employees,	Quincy,	Oct. 1, 1916	May 1, 1920 ¹	W., H., Arb.	
Street and electric railway employees,	Reading,	Oct. 1, 1916	May 1, 1920 ¹	W., H., Arb.	
Street and electric railway employees,	Salem,	Oct. 1, 1916	May 1, 1920 ¹	W., H., Arb.	
Street and electric railway employees,	Springfield,	Jun. 1, 1916	May 31, 1918 ¹	W., H., Arb.	
Street and electric railway employees,	Taunton,	Oct. 1, 1916	May 1, 1920 ¹	W., H., Arb.	
Street and electric railway employees,	Waltham,	Jul. 1, 1916	Jun. 30, 1917 ¹	W., H., Arb.	
Street and electric railway employees,	Woburn,	Oct. 1, 1916	May 1, 1920 ¹	W., H., Arb.	
Street and electric railway employees,	Worcester,	Jun. 1, 1916	May 31, 1918 ¹	W., H., Arb.	
Tailors and Dressmakers.					
Tailors,	Boston,	Apr. 1, 1913	Indefinite	- - -	
Tailors,	Brockton,	Apr. 1, 1916	Indefinite	W., H.	
Tailors,	Holyoke,	Apr. 1, 1916	Apr. 1, 1918	W., U. S.	
Tailors,	Lowell,	Jul. 1, 1916	Jul. 1, 1917	- - -	
Tailors,	North Adams,	Sep. 18, 1907	Indefinite	W.	
Tailors,	Northampton,	—, 1904	Indefinite	W., H.	
Tailors,	Pittsfield,	Sep. 16, 1913	- ³	W., H.	
Tailors,	Springfield,	Oct. 18, 1915	Oct. 18, 1916 ¹	W., H.	
		Oct. 21, 1915	Oct. 21, 1917 ¹		
Teamsters, Chauffeurs, Stablemen, etc.					
Carriage drivers and chauffeurs,	Boston,	Feb. 1, 1916	Feb. 1, 1918	W., H., Arb.	
		Sep. 21, 1916	Sep. 11, 1918	W., H., Arb., U. S. ⁴	
		Mar. 1, 1917	Mar. 1, 1918	W., H., U. S. ⁴	
		Apr. 15, 1917	Apr. 15, 1918	W., H., Arb., U. S. ⁴	
Coal teamsters,	Boston,	Jun. 1, 1916	May 1, 1918	W., H., Arb. S. B., U. S. ⁴	
Department store drivers,	Boston,	Jan. 1, 1915	Indefinite	W., H., Arb. S. B., U. S. ⁴	
Laundry wagon drivers,	Boston,	Mar. 5, 1917	Mar. 5, 1918	W., H., Arb., U. S.	
Lumber teamsters,	Boston,	Jul. 1, 1914	May 1, 1920	W., H., Arb.	
Market and commission house teamsters,	Boston,	May 1, 1917	May 1, 1918	W., H., Arb., U. S.	
Milk wagon drivers,	Boston,	Sep. 1, 1915	Sep. 1, 1917	W., H., Arb., U. S.	
Newspaper wagon drivers,	Boston,	Dec. 1, 1913	Nov. 15, 1917	- - -	
Piano and furniture movers,	Boston,	May 1, 1916	May 1, 1919	W., H., Arb., U. S. ⁴	
Sand, cement, etc., teamsters,	Boston,	Jun. 1, 1914	Indefinite	- - -	
Stablemen and garagemen,	Boston,	- - -	- - -	W., H., Arb., U. S.	
Team drivers, chauffeurs, and helpers,	Boston,	Jan. 1, 1917	Dec. 31, 1919	W., H., Arb., U. S.	
Transfer drivers,	Boston,	May 18, 1915	May 18, 1917	W., H., Arb., U. S.	
Bakery wagon drivers,	Brockton,	Nov. 1, 1913	- ³	H., Arb. S. B., U. S.	
Laundry wagon drivers,	Brockton,	Jun. 1, 1915	- ³	W., H., Arb. S. B., U. S.	
Teamsters	Brockton,	coal, hay, grain, ice, and contract, express,	Mar. 2, 1916	Mar. 2, 1919 ¹	W., H., Arb., U. S. ⁴
			Mar. 1, 1916	Mar. 1, 1920	W., H., Arb. S. B., U. S.
		lumber, coal,	Jul. 21, 1913	- ³	W., H., Arb., U. S.
	Haverhill,		Feb. 16, 1914	- ³	W., H., Arb. S. B., U. S.
		express, furniture,	Jun. 27, 1916	-	W., H., U. S.
		Apr. 1, 1917	Apr. 1, 1920	W., H., U. S.	

¹ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.

² With certain additions and exceptions, this agreement was extended to remain in force until June 1, 1917.

³ On 30 days' notice.

⁴ Union members or men signifying their intention to become members of the union are given preference of employment.

⁵ On 60 days' notice.

⁶ On 90 days' notice.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Teamsters, Chauffeurs, Stablemen, etc. — Con.				
Coal teamsters,	Holyoke,	Jun. 9, 1916	Jun. 8, 1918 ¹	W., H., U. S.
Team drivers,	Holyoke,	Apr. 1, 1916	Mar. 1, 1917	W., H., U. S.
Teamsters { coal, express, ice, lumber, tip cart,	Lynn,	Jan. 1, 1917	- ²	W., H., U. S.
		Dec. 15, 1916	Dec. 15, 1917	W., H., U. S.
		May 1, 1916	May 1, 1917	W., H., Arb., U. S. ³
		Apr. 1, 1916	Apr. 1, 1917	W., H., U. S.
Coal teamsters,	Malden,	Jul. 13, 1916	Jul. 13, 1917	W., H., U. S.
Teamsters,	Natick,	Jun. 1, 1916	Jun. 1, 1918	W., H., Arb., U. S. ³
Team drivers,	Quincy,	May 1, 1917	Indefinite	W., H., Arb., U. S. ³
Grain and mason supply handlers,	Springfield,	Apr. 1, 1916	Apr. 1, 1917 ¹	W., H., Arb., U. S. ³
Teamsters,	Springfield,	Nov. 15, 1915	Indefinite	W., H.
Teamsters,	Springfield,	Jul. 1, 1916	Aug. 1, 1917	W., H., U. S.
Teamsters,	Taunton,	Jan. 15, 1917	Jan. 15, 1918	W., H., U. S.
Coal teamsters,	Waltham,	Apr. 1, 1916	Apr. 1, 1917	W., H., Arb., U. S. ³
Teamsters,	Worcester,	May 1, 1916	May 1, 1917	W., H., Arb., U. S. ³
Telegraphers, Railroad.				
Railroad telegraphers,	Boston,	Apr. 26, 1913 ⁴	- ²	W., H. ⁵
Railroad telegraphers,	Boston,	Jan. 2, 1917	- ²	W., H. ⁵
Railroad telegraphers, towermen,	Boston,	Sep. 15, 1916	Sep. 15, 1919	W., H., Arb. ⁶
Railroad telegraphers,	Clinton,	Apr. 26, 1913 ⁴	- ²	W., H. ⁵
Railroad telegraphers,	North Adams,	Apr. 26, 1913 ⁴	- ²	W., H. ⁵
Railroad telegraphers,	Springfield,	Feb. 19, 1916	- ²	W., H. ⁵
Telephone Operators.				
Telephone operators,	Boston,	Jul. 1, 1916	Indefinite	W., H.
Theatrical Stage Employees.				
Moving picture operators,	Boston,	Jun. 1, 1914	Jun. 1, 1917	W., H., Arb., U. S.
Theatrical stage employees,	Boston,	Jul. 1, 1916	Jul. 1, 1918	- - -
Moving picture operators,	Brockton,	Oct. 15, 1916	Oct. 14, 1917	W., H., Arb., U. S.
Theatrical stage employees,	Brockton,	Sep. 1, 1916	{ Sep. 1, 1917 Sep. 1, 1919	- - -
Moving picture operators,	Fall River,	Jan. 8, 1917	Jan. 8, 1918	W., H., U. S.
Theatrical stage employees,	Fall River,	Sep. 30, 1916	-	W., H.
Theatrical stage employees,	Fitchburg,	Sep. 1, 1915	Sep. 1, 1916	W., H., U. S.
Theatrical stage employees,	Haverhill,	Sep. 4, 1916	May - , 1917	W.
Moving picture operators,	Holyoke,	Sep. 1, 1916	Sep. 1, 1917	W., H., U. S.
Theatrical stage employees,	Holyoke,	Sep. 1, 1914	Sep. 1, 1916	W., H., U. S.
Moving picture operators,	Lawrence,	Sep. 7, 1914	Sep. 3, 1917	W., H.
Theatrical stage employees,	Lawrence,	Sep. 4, 1916	Sep. 3, 1917	W., H.
Moving picture operators,	Lowell,	Sep. 1, 1916	Sep. 1, 1918	W., H.
Theatrical stage employees,	Lowell,	Jul. 15, 1913	- ⁴	W., H.
Moving picture operators,	New Bedford,	Jan. 1, 1916	Dec. 31, 1916	W., H., U. S.
Theatrical stage employees,	New Bedford,	Jan. 1, 1916	Jan. 1, 1917	W., H., U. S.
Moving picture operators,	Springfield,	Sep. 1, 1916	Sep. 1, 1917	W., H., U. S.
Theatrical stage employees,	Springfield,	Sep. 1, 1916	Sep. 1, 1919	W.
Theatrical stage employees,	Taunton,	Mar. 27, 1916	Mar. 27, 1917	W., H., U. S.
Theatrical stage employees,	Waltham, ⁷	Sep. 1, 1914	- ⁴	W., U. S.
Theatrical stage employees,	Worcester,	Nov. 1, 1914	Sep. 1, 1919	W., H., U. S.
Tile Layers.				
Tile layers,	Boston,	Jun. 1, 1916	- ⁸	W., H., U. S.
Tile layers' helpers,	Boston,	Jun. 1, 1916	- ⁸	W., H., U. S.

¹ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.

² On 30 days' notice.

³ Union members or men signifying their intention to become members of the union are given preference of employment.

⁴ Superseded by new agreement, effective March 3, 1917.

⁵ Also many other rules largely dependent upon the special nature of the employment.

⁶ On 2 weeks' notice.

⁷ Includes also Framingham, Natick, and Newton.

⁸ Schedule is binding for not less than one year.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Concluded.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects Dealt with in Agreements
Tobacco Strippers.				
Cigar factory tobacco strippers,	Boston,	Sep. 20, 1913	- ¹	W., H., A., U. S. ²
Tobacco strippers,	Springfield,	Jun. 6, 1912	- ¹	W., H., U. S. ²
Trainmen, Railroad.³				
Railroad trainmen,	Boston,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Boston,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Boston,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Boston,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Boston,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Fall River,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Fitchburg,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Frammingham,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Greenfield,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Holyoke,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Lawrence,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Lowell,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Northampton,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Pittsfield,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Salem,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Springfield,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Taunton,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Westfield,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	West Springfield,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Worcester,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Worcester,	Oct. 1, 1913	- ¹	W., H.
Upholsterers.				
Carpet mechanics,	Boston,	Sep. 1, 1914	Sep. 1, 1916	W., H., A., U. S.
Upholsterers,	Boston,	Sep. 1, 1915 ⁴	Sep. 1, 1916	W., H., U. S.
Upholsterers, wholesale,	Boston,	Apr. 1, 1916	-	-
		Sep. 25, 1915	Sep. 1, 1916	W., H.
Weavers, Elastic Goring.				
Elastic goring weavers,	Brockton,	Mar. 1, 1914	- ⁵	W., U. S., S.
Elastic goring weavers,	Chelsea,	Apr. 1, 1914	- ⁵	W., U. S., S.
Elastic goring weavers,	Easthampton,	Mar. 1, 1914	- ⁵	W., U. S., S.
Weavers, Wire.				
Wire weavers,	Springfield,	Jun. 12, 1916	May 1, 1917	- - -

¹ On 30 days' notice.² All tobacco strippers excepting forewomen, foremen, and apprentices are required to be members of the union.³ See note ⁵, p. 220.⁴ Agreement applicable to shade men.⁵ On 60 days' notice.

V.

SPECIMEN FORM OF SCHEDULE USED IN THIS INQUIRY.

The Commonwealth of Massachusetts

BUREAU OF STATISTICS

LABOR DIVISION

STATE HOUSE, BOSTON

DEAR SIR:— The Bureau is preparing a report on **Collective Agreements between Employers and Labor Organizations in Massachusetts** and requests your assistance in furnishing information for the organization named on the attached form. After answering the inquiries kindly tear off the form below and return it in the enclosed envelope, with a copy of your present agreement, if one is now in force.

A copy of the report will be sent addressed to each correspondent furnishing the information herein requested.

Respectfully yours,

CHARLES F. GETTEMY,
Director.

File No.

COLLECTIVE AGREEMENTS — 1916.

NOTICE. — The Bureau is desirous that each question be answered carefully in order that further correspondence may be rendered unnecessary. Where the proper answer to Inquiry No. 3 is "NO," this word should be written in, and in such case the inquiries Nos. 4 to 10 do not require any answer. Remarks with reference to any question may be written on the reverse side of this form or enclosed on a separate slip.

1. City or town where your organization is located.
2. Name and local number of your organization.
3. Are the members of your local organization now working under a written agreement with employers or an employers' association? If so, kindly answer the following inquiries: (See NOTICE above.)
4. When did this agreement go into effect? 191 . When will it expire? 191 .
(Month.) (Month.)
5. How many firms have actually **signed** this agreement? How many firms have **verbally accepted** it?
6. How many firms which employ persons eligible to join your organization have **not accepted** this agreement?
7. How many members of your local are working for employers who have accepted this agreement?
8. Do the terms of this agreement vary in different shops?
9. If the members of your organization are working under an agreement negotiated by a Central Labor Union or similar representative body kindly add the official name of such body.
10. Kindly enclose a copy of your present written agreement and also a copy of any working rules which may be in effect.

.....
(Information supplied by.).....
(Official position.).....
(Address.)

Date



PART IV

LABOR LEGISLATION IN MASSACHUSETTS
1915, 1916, AND 1917

(ISSUED AS LABOR BULLETIN No. 122)

(SUPPLEMENTARY TO LABOR BULLETIN No. 104)

[Pt. IV. 1]

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LABOR LEGISLATION IN MASSACHUSETTS IN 1915, 1916, AND 1917.

INTRODUCTORY.

This bulletin contains the text of the laws relative to labor, broadly defined, enacted by the Legislature of Massachusetts during the sessions of 1915, 1916, and 1917, and is intended to serve as a supplement¹ to Labor Bulletin No. 104, entitled "Handbook of Labor Laws in Massachusetts", which consisted of a compilation of the labor laws in effect in the Commonwealth at the close of the legislative session of 1914. Certain other matter, described below, having a direct bearing upon the labor legislation of 1917 is also included in this bulletin.

A survey of the labor legislation enacted in Massachusetts during the three-year period under review shows that no distinctively new principle in the matter of labor legislation was established during the period, and that, for the most part, the laws passed have been merely amendatory in character, i.e., in the nature of corrective legislation such as customarily follows the passage of more comprehensive legislation (e.g., the Workmen's Compensation Act) which characterized the period just prior to the outbreak of the European War. Whether or not the volume of labor legislation since 1914 would have been as meagre had the war not occurred is a matter of conjecture, nevertheless the fact remains that the Legislature during the past three years has evidently sought merely to maintain the *status quo* in the regulation of industry, and, furthermore, where the passage of far-reaching legislation would involve large expenditures of public funds (as would have been the case had a comprehensive system of social insurance been established), the Legislature apparently has not been disposed to embark upon such projects at a time when participation by this country in the war was either imminent or actual. The labor legislation passed during the several years covered by this compilation may be reviewed briefly as follows:

Each of the more important acts passed in 1915 had reference to one of the following subjects, namely: Unemployment; liens for labor; amendments to the Workmen's Compensation Act; further regulation of licensed occupations; a revision of the public school teachers' retirement system; the extension of pensions to various employees of cities and towns; a general extension of the civil service law; the establishment of a department of university extension under the direction and control of the State Board of Education; and the establishment of agricultural schools in Norfolk and Hampshire counties.

¹ The present bulletin virtually supersedes Labor Bulletins Nos. 110 and 116, which contained, respectively, the text of the labor laws passed by the Massachusetts Legislature in 1915 and 1916. The edition of each of these two bulletins has become so nearly exhausted that it has been found advisable to reprint in the present bulletin the text of the labor laws passed in 1915 and 1916. Furthermore, the publication of the labor legislation of 1915, 1916, and 1917 in a single supplement to the "Handbook" enables the reader to locate the provisions of law relative to labor now in effect more readily than would be possible were it necessary to consult three separate supplements in conjunction with the "Handbook."

In 1916 the more important measures enacted were those providing for the reorganization of the Civil Service Commission, with attendant legislation relative to a revision of its rules and additions to its powers of investigation within the classified service. The Civil Service laws were further extended to cover a number of appointive positions in public service. Other important labor enactments were those providing for the abolition of the Joint Board of the State Board of Labor and Industries and the Industrial Accident Board and the transfer of its powers and duties to the State Board of Labor and Industries; the reorganization of certain other departments, having as part of their duties the enforcement of labor laws; the extension of the law relative to the weekly payment of wages to include hotel employees; and rather important changes in the law relative to the assignment of wages. Acts amendatory of earlier statutes relative to pensions, hawkers and pedlers' licenses, employment of women and children, and workmen's compensation, and certain other acts of minor importance were also passed during the session.

During the session of 1917 the acts affecting public employment, both as to increases of salaries and the extension of the provisions of the civil service, outnumbered those of the two previous years, while the total number of acts relative to hours of labor, wages, vacations, etc., in public employment have nearly equalled in number the total of the two preceding years, due in all probability to the recommendation of the Governor in his inaugural address advising a wise extension of the civil service provisions to state, county, and municipal positions analogous to those already within the classified service. Several acts were also passed providing pensions for certain employees of cities and towns. Of special significance as a war-time measure was the passage of the act making lawful "the cultivation of land, and the raising, harvesting, conserving and transporting of agricultural products on the Lord's Day." The provision for the establishment of county industrial farms and for the employment thereon of prison labor may be considered as in line with the movement within recent years to increase the agricultural resources of the State, and not merely as a temporary expedient. Among the rather numerous measures passed, having reference to agricultural and industrial education, the resolve accepting the federal act providing for the promotion of vocational and agricultural education through the co-operation of the Federal and State Governments should receive specific mention.

In this bulletin, as in Bulletin No. 104, to which it is supplementary, the several enactments have been classified by subjects rather than by chapter numbers in order that the legislation on any particular subject may be more readily accessible. In the preparation of such classification it has been necessary to re-arrange to some extent the various acts, chapters, sections, and even parts of sections, by transferring or omitting certain words, phrases, and clauses and by inserting certain matter in order to make the context clear. Each enactment in any of the three years amending an earlier enactment has been given the same paragraph number assigned to the earlier enactment in the Handbook, and those specific words, phrases, etc., which are merely in the nature of amendments have been set in italics so that the effect of the amendment may be readily observed. For purposes of conciseness certain phrases, which for present purposes are non-essential, have been omitted, such omissions being indicated by three points, thus: Wherever any insertion, for the purposes of correlation or explanation, has been made, such insertion has been enclosed in brackets, thus: []. Citations of sections printed in this supplement are given in italic type, enclosed in brackets, at the end of each paragraph, thus: [*Gen. Acts, 1916,*

c. 21, § 1], to indicate where may be found, in the official edition of the Revised Laws or of the Acts and Resolves, the complete text of the sections here presented. Such citations usually include the amendments to the section during the last three years, in addition to its original date of enactment, with the chapter number, wherever such original act has not been repealed.

For the purpose of avoiding a considerable amount of repetition, those sections, the text of which permits of more than one classification, have generally been placed where it is deemed they are most pertinent. In a few instances, however, it was considered advisable to repeat or refer to such section under another caption.

Certain acts passed during the legislative sessions of 1915, 1916, and 1917, which did not specifically amend any part of the text of the law as published in the Handbook, bear, nevertheless, closely upon the subject matter contained therein. In such cases the text of the law has been given the same paragraph number as that in the Handbook to which it most nearly corresponds, accompanied, however, by a capital letter A, B, etc., indicating that such paragraph, while not amending the original paragraph in the Handbook, is supplementary thereto. In other words, these sections have been so designated as to correlate them with the corresponding sections in the Handbook bearing most nearly on the subject matter of the new legislation. All sections stating that an act "shall take effect upon its passage" have been omitted, but those sections which state that the act shall take effect upon a definite date other than that of its passage have been included.

Under "Administrative Provisions" have been printed certain provisions of the laws governing the various State boards and commissions which are more directly concerned with the subject of labor. Special legislation affecting a particular city or town, wherever significant as a labor measure, has been included; especially is this true of provisions relative to the extension of the civil service.

The second main division of this Bulletin consists of an index, in tabular form, to the numerous bills affecting labor which were introduced during the legislative session of 1917; and in this index information is given with reference to the more important stages through which the several bills passed, namely, the committee to which referred, the report of such committee, the final disposition of the bill, and, if enacted, the chapter number assigned thereto, in order that the reader may observe at a glance the principal action taken thereon by the Legislature. Certain bills having merely a general bearing on the subject of labor have been included in this index, but the actual text of the final enactments has been omitted from the first division of this bulletin for the reason that the matter was not deemed of sufficient significance as a labor measure to justify its being printed in full. All bills appropriating money for the use of an administrative body and all bills affecting designated individuals, only, have been excluded. With reference to the character of the legislation proposed it is of particular interest to note that of the bills introduced during the year a comparatively large number had reference to the extension of the civil service law to new branches of the public service.

Approximately 370 bills, or about 13 per cent of the 2,846 bills of all kinds introduced during the session, were in the nature of labor bills, but a large proportion of these bills were proposed as amendments to laws already in effect. The total number of acts and resolves passed during the session, which may be properly classified as labor measures, was 69, (40 General Acts, 19 Special Acts and 10 Resolves). Of the 69 measures 21 were purely amendatory in character.

The third division of this Bulletin contains an opinion of the Attorney General on legislation pending during the session of 1917; and in the fourth division have been reprinted the recommendations concerning labor which appeared in the inaugural address of the Governor.

A table showing the disposition of statutes cited in the text of the acts passed during the legislative sessions of 1915, 1916, and 1917 is appended. By means of this table one may readily locate any specific act or section.

The index appended hereto corresponds closely to the index published in the Handbook and should serve as a means of readily locating by subject any act or section passed during the past three years, regardless of its classification in this compilation.

I.

TEXT OF THE ACTS AFFECTING LABOR PASSED DURING THE
LEGISLATIVE SESSIONS OF 1915, 1916, AND 1917.**A. ADMINISTRATIVE PROVISIONS.****1. CIVIL SERVICE COMMISSION.**

(See also under Public Employment.)

2. Salaries and office hours of the commissioners. — . . . The chairman of the commission shall receive an annual salary of \$2,500 and each of the other commissioners an annual salary of \$2,000, together with the travelling expenses incurred in the performance of their official duties. The commissioners shall devote so much of their time to the work of the commission and shall establish and maintain such office hours as shall be approved by the governor and council. *At least one commissioner shall be present during office hours, except when all the commissioners are engaged elsewhere on business of the commission.* [R. L., c. 19, § 1, as last am. by Acts, 1910, c. 608, and by Gen. Acts, 1916, c. 297, § 1.]

10. Records and annual report. — They [the commissioners] shall keep records of their proceedings and of examinations made by them or under their authority. Recommendations of applicants received by them or by any officer authorized to make appointments or to employ laborers or others, within the scope of such rules, and the examination papers of such applicants, shall be preserved for at least *three* years, after which time any or all application and examination papers of applicants, with accompanying recommendations, may, at the discretion of said commissioners, be destroyed. Such records and recommendations shall, under regulations approved by the governor and council, be open to public inspection. The commissioners shall from time to time suggest to the general court appropriate legislation for the administration and improvement of the civil service and shall annually before the tenth day of January make a report which shall contain any rules adopted under the provisions of this chapter. [R. L., c. 19, § 5, as am. by Acts, 1902, c. 308, and by Gen. Acts, 1915, c. 6.]

11A. Reorganization of the department and powers of the commission. — The commissioners shall, upon the passage of this act, effect such reorganization of their department as may be required to perform the duties prescribed by this act, and may remove in their discretion any officers or employees then in the service of the commission, and may appoint, subject to the provisions of R. L., c. 19, and all acts in amendment thereof or in addition thereto, such officers and employees as may be necessary to the performance of their duties, and may incur other expenses not exceeding such sums as may be appropriated by the general court. [Gen. Acts, 1916, c. 297, § 2.]

11B. Powers of investigation given to the commission. — The commissioners may, from time to time, investigate in whole or in part the classified civil service, and the work, duties and compensation of the officers and employees therein, and the number employed, and the grades, titles, ratings and methods of promotion that have been established, and may report thereon. The commissioners may, at any time, and shall, upon the request of any appointing power in respect to such officers or employees

by it appointed, inquire into the efficiency and conduct of any officers or employees in the classified civil service, and may recommend to the appointing power the removal of any such officers or employees, or make such other recommendations as shall seem fitting in the premises. [*Gen. Acts, 1916, c. 297, § 3.*]

11C. Policemen and firemen not subject to the preceding section. — Nothing contained in § 3 of this act [paragraph 11B] shall apply to policemen or firemen. [*Gen. Acts, 1916, c. 297, § 6.*]

11D. Civil service rules to be revised. — The commission shall forthwith prepare and submit to the governor and council for approval a revision of the civil service rules, and the rules so revised, when approved by the governor and council, shall supersede all rules then existing. [*Gen. Acts, 1916, c. 297, § 4.*]

11E. Eligibility to office of representative of the commission restricted. — Persons holding offices or positions to which they have been elected by the people, or by the aldermen or city council of a city, or by the selectmen of a town, shall not at the same time be eligible to the office of representative of the civil service commission. [*Gen. Acts, 1916, c. 297, § 5.*]

2. STATE BOARD OF LABOR AND INDUSTRIES.

15A. Powers and duties increased to include those of the Joint Board. — The powers and duties of the state board of labor and industries and the industrial accident board, sitting jointly, in accordance with the provisions of Acts, 1913, c. 813, are hereby transferred to the state board of labor and industries. [*Gen. Acts, 1916, c. 308, § 1.*]

20A. Resolve relative to a compilation of the labor laws. — *Resolved*, That the commissioner of labor is hereby relieved from making a compilation of the laws of the commonwealth relative to labor and from recommending amendments thereto, as directed by Res., 1914, c. 36, it appearing that the director of the bureau of statistics has made such a compilation, which is now in the hands of the printer, and that the state board of labor and industries has recommended such changes in the labor laws as meet the approval of the said commissioner. [*Res., 1915, c. 15.*]

25. Number and qualifications of inspectors. — Inspectors and assistant inspectors shall be not over forty-five years of age on the date of their first appointment, but this age limit shall not apply to any reappointment, or to the first appointment of any person who filed his application for examination by the civil service commission for such position prior to January 1, 1915, and who was not then over forty-five years of age. . . . [*Acts, 1912, c. 726, § 8, ¶ 2, as am. by Acts, 1913, c. 813, § 8, and by Gen. Acts, 1915, c. 74.*]

29A. Hours and conditions of labor in hotels and restaurants to be investigated. — *Resolved*, That the state board of labor and industries is hereby authorized and directed to investigate the hours and conditions of labor prevailing in hotels and restaurants throughout the commonwealth, and particularly to inquire into and consider the questions involved in certain petitions presented to the general court during the current year, with accompanying bills known as House Bills, Nos. 138 and 1376, providing that employees of hotels and restaurants shall be granted one day's rest in every seven days, and to report the results of its investigation, with recommendations for such new legislation as may seem expedient, to the next general court not later than the tenth day of January. [*Res., 1916, c. 74.*]

29B. Duties with respect to suspension of the labor laws. — A. *Appointment of committee.* The state board of labor and industries shall immediately upon the passage of this act appoint a committee of five persons, none of whom shall be members of said board who shall be approved by the governor; of whom one shall be the commissioner of labor, who shall be chairman, two shall be representatives of employers of labor, and two shall be representatives of wage earners; to which committee all petitions, applications and matters arising under this section shall be forthwith referred. The commissioner of labor shall serve thereon without additional compensation and the other members shall receive such compensation and allowances for expenses as the governor with the consent of the council may determine. Such committee shall be given whatever name the state board of labor and industries may select.¹ Any action taken and all permits granted by said committee shall have the same effect as though taken or granted by said board, which may at any time revoke the authority of said committee, remove any of its members except the commissioner of labor, and may fill any vacancies in said committee, and in the temporary absence of any member thereof, the committee or the commissioner of labor may fill such vacancy temporarily.

B. *Applications for suspension, hearings and permits.* Any employer of labor may make application to the state board of labor and industries or to the committee created by clause A of this section, setting forth that a law or laws of the commonwealth licensing or regulating labor, or the employment of labor, or any law or laws of the commonwealth in any manner affecting conditions of labor, interfere with the prosecution of work which said employer is doing or is about to do, which work is required by an emergency arising out of the existing state of war, and asking that a permit be granted to him suspending the operation of such law or laws, or any part thereof, as applicable to his work or establishment. The committee shall convene and give a hearing upon such application as soon after its receipt as possible, and if in its opinion such emergency exists, it may grant to the applicant such a permit. The permit shall contain such limitations and restrictions as the committee may deem proper to impose, in respect to the length of time during which, and the particular work or establishment in connection with which, such permit shall be effective. The permit shall be revocable at any time by the aforesaid committee and shall in any event become void sixty days after the termination of the existing state of war. The operation of any law or laws or parts thereof, shall be suspended only to the extent provided for in such permit.

C. *Attendance at hearings.* At the hearing the committee shall permit the attendance of representatives of the interested parties and of such other persons as it may deem proper, and shall give notice of the hearing to the interested parties and to such others, as it may determine.

D. *Temporary permits.* Whenever it appears or is represented to the commissioner of labor that a situation exists which requires immediate action or decision before said committee can be called together, he is hereby authorized to grant such permit or take such action as he deems proper, which action so taken or permit so granted by him shall remain in force and effect only until the committee can assemble and give the hearing as heretofore provided and render its decision: *provided*, that in no case shall said temporary action taken or permit granted by the commissioner of labor be valid for a longer period than seventy-two hours.

¹ The name selected for this committee by the Board is the "War Emergency Industrial Commission."

E. *Co-operation of the board and of other departments with the committee.* The entire office force and office equipment of the state board of labor and industries shall be at the disposal of the said committee and shall be subject to its orders in any matters arising under this section; and the advice, assistance, and co-operation of any other department, board or commission of the commonwealth shall, upon request, be immediately extended to said committee. [*Gen. Acts, 1917, c. 342, § 24.*]

3. INDUSTRIAL ACCIDENT BOARD.

35A. Reorganization of the Board. — The industrial accident board, established by Acts, 1911, c. 751, Pt. III, § 1, as am. by Acts, 1912, c. 571, § 6, shall hereafter consist of seven instead of five members. The term of office of the two additional members shall be five years, except that when first appointed one shall be appointed for a term of five years and one for a term of three years. The chairman of the said board shall, from time to time, designate five members to serve as a reviewing board, and three members shall constitute a quorum to decide all matters which are required to be heard by the board. [*Gen. Acts, 1917, c. 297, § 1.*]

38. Duties and powers.¹ — The board may make rules not inconsistent with this act for carrying out the provisions of the act. Process and procedure under this act shall be as *simple and summary* as reasonably may be. The board or any member thereof shall have the power to subpoena witnesses, administer oaths, and to examine such parts of the books and records of the parties to a proceeding as relate to questions in dispute. *Upon the written request of the board or of any member thereof together with interrogatories and cross-interrogatories, if any there be, filed with the clerk of the superior court for any county of this commonwealth, commissions to take depositions of persons or witnesses residing without the commonwealth, or in foreign countries, or letters rogatory to any court in any other of the United States or to any court in any foreign country, shall forthwith issue from the said superior court, as in cases pending in said superior court, and upon the return of the said depositions or answers to letters rogatory the same shall be opened by the clerk of the court which issued the commissions or letters, and the said clerk shall endorse thereon the date upon which any deposition or answer to letters rogatory was received and the same shall forthwith be delivered to the board. No entry fee shall be charged in such cases. . . .* [*Acts, 1911, c. 751, Pt. III, § 3, as am. by Acts, 1912, c. 571, § 8, and by Gen. Acts, 1915, cc. 123, 275.*]

4. DISTRICT POLICE.

58A. Reorganization of the department to be investigated.² — *Resolved*, That a board of three persons shall be appointed by the governor to investigate the matter of reorganizing the district police and of establishing a state constabulary or police force which would relieve the militia of the commonwealth from all police duty. The board shall report upon the feasibility, expediency and cost of establishing such a state force, or of reorganizing the district police, and shall report to the general court

¹ By Gen. Acts, 1916, c. 308, § 1, the Joint Board of the State Board of Labor and Industries and of the Industrial Accident Board was abolished, and the duties and powers of the Joint Board were transferred to the State Board of Labor and Industries. (See paragraph 15 A.)

² For an act authorizing the Governor to increase temporarily the force of the district police for the more effective protection of persons and property and maintenance of law and order within the commonwealth, see General Acts, 1917, c. 43.

not later than the second Wednesday in January, 1917, with drafts of such legislation, if any, as the board may deem expedient. The members of the board shall serve without compensation, but shall be allowed for clerical assistance and for necessary expenses such a sum, not exceeding \$1,000, as shall be approved by the governor and council. [*Res.*, 1916, c. 92.]

5. MINIMUM WAGE COMMISSION.

(See also under Wages, and Women and Children.)

100. Organization of the commission. — There is hereby established a commission to be known as the Minimum Wage Commission. *It shall consist of three persons, one of whom shall be an employer of female labor and one of whom may be a woman and one a representative of labor, to be appointed by the governor with the advice and consent of the council.* One of the commissioners shall be designated by the governor as chairman. The first appointments shall be made within ninety days after the passage of this act, one for a term ending October 1, 1913, one for a term ending October 1, 1914, and one for a term ending October 1, 1915; and beginning with the year 1913, one member shall be appointed annually for the term of three years from the first day of October and until his successor is qualified. Any vacancy that may occur shall be filled in like manner for the unexpired part of the term. [*Acts*, 1912, c. 706, § 1, as am. by *Gen. Acts*, 1916, c. 303, § 1.]

115A. Posting of information in places of employment. — The minimum wage commission may require employers to post in conspicuous positions in their places of employment such notices as the said commission may issue for the information of employees. [*Gen. Acts*, 1915, c. 65, § 1.]

6. HOMESTEAD COMMISSION.

(See also under Housing of Working People, page 111.)

128. Organization of commission. — A commission is hereby established, to be known as the homestead commission, and to consist of the following persons: — the director of the bureau of statistics, the bank commissioner, the president of the Massachusetts agricultural college, one member of the state *department* of health, to be selected by the *department*, and three other persons to be appointed by the governor, with the advice and consent of the council. The three members of the commission last named shall be appointed in the first place for terms of one, two and three years, respectively, and thereafter their successors shall be appointed for terms of three years. Of the persons so appointed by the governor, one shall be a woman, and one at least shall represent the laboring class. The commission shall report to the next general court, not later than January 10, 1912, a bill or bills embodying a plan and the method of carrying it out whereby, with the assistance of the commonwealth, homesteads or small houses and plots of ground may be acquired by mechanics, factory employees, laborers and others in the suburbs of cities and towns. The members of the commission shall serve without compensation, but shall be allowed such sums for their expenses as may be approved by the governor and council. [*Acts*, 1911, c. 607, § 1, as am. by *Gen. Acts*, 1915, c. 129.]

133B. Homesteads to be provided for citizens. — (a) *Land to be purchased and houses built.* — The homestead commission is hereby authorized, with the consent

of the governor and council, to take or purchase in behalf of and in the name of the commonwealth, a tract or tracts of land for the purpose of relieving congestion of population and providing homesteads, or small houses and plots of ground, for mechanics, laborers, wage earners of any kind, or others, citizens of this commonwealth; and may hold, improve, subdivide, build upon, sell, repurchase, manage and care for such land and the buildings constructed thereon, in accordance with such terms and conditions as may be determined upon by the commission. [*Gen. Acts, 1917, c. 310, § 1.*]

(b) *The commission may sell such homes.* — The commission may sell land acquired hereunder, or any parts thereof, with or without buildings thereon, for cash, or upon such instalments, terms and contracts, and subject to such restrictions and conditions as may be determined upon by the commission, but no tract of land shall be sold for less than its cost, including the cost of any buildings thereon. All proceeds from the sale of land and buildings or other sources shall be paid into the treasury of the commonwealth. [*Gen. Acts, 1917, c. 310, § 2.*]

(c) *Authorization to expend money.* — The homestead commission is hereby authorized to expend a sum not exceeding \$50,000 for the purposes of this act. [*Gen. Acts, 1917, c. 310, § 3.*]

7. OTHER BOARDS, COMMISSIONS, ETC.

In addition to the boards, commissions, etc., named on the preceding pages, the following are also quite directly concerned in the administration of the labor laws: Board of Boiler Rules, Board of Elevator Regulations, State Board of Conciliation and Arbitration, and the Bureau of Statistics. For their respective duties in this connection see Labor Bulletin No. 104 under "Administrative Provisions", pages 21-26, and 30-31.

B. GENERAL PROVISIONS.

1. EMPLOYMENT AND UNEMPLOYMENT.¹

183A. School committee of the city of Boston may conduct courses for the improvement of teachers. — The school committee of the city of Boston may conduct courses for the improvement of teachers or others in its service, or for the training and qualification of persons who are or may become candidates for positions as teachers in special schools or subjects. The committee may employ such persons as it deems expedient in connection with the said courses, and may fix their compensation. [*Sp. Acts, 1916, c. 189.*]

183B. Religious or political belief not to be asked of applicants for positions. — It shall be unlawful for any public school committee or official to inquire concerning, or to require or solicit from an applicant for a position in the public schools any information as to, the religious belief, creed or practice, or as to the political opinions or affiliations of the applicant; and no appointment to such a position shall be made, withheld or in any manner affected by the said considerations.

Violation of the provisions of this act shall be punished by a fine of not more than \$50 for each offence. [*Gen. Acts, 1917, c. 84, §§ 1, 2.*]

¹ For the text of a resolve (Res. 1916, c. 187) providing for the appointment of a special recess commission on social insurance (including unemployment insurance) see paragraph 1411. By the provisions of Res. 1917, c. 1 and Res. 1917, c. 8, the time for making its report by this commission was extended, respectively, to February 1, 1917, and February 15, 1917 (see paragraph 682 A).

196A. Metropolitan Park Commission to provide immediate work on parks, etc. — The metropolitan park commission, for the purpose of providing immediate work on, and continuing the construction, improvement and development of the parks and reservations under its care and control, and to carry out the provisions of Acts, 1893, c. 407, is hereby authorized to expend the sum of \$50,000 as an addition to the Metropolitan Parks Loan.

To meet expenditures made under authority of this act the treasurer and receiver general, with the approval of the governor and council, shall issue scrip or certificates of indebtedness, bearing interest at a rate not exceeding four per cent per annum, to the amount of \$50,000 as an addition to the Metropolitan Parks Loan, and shall add to the existing sinking fund to provide for the payment of the same. Such scrip or certificates of indebtedness shall be issued and additions to said sinking fund shall be assessed and collected in accordance with the provisions of Acts, 1899, c. 419, and acts in amendment thereof and in addition thereto.

The metropolitan park commission in the employment of labor to carry out the purposes of this act shall select the employees either from the state civil service lists or from the lists of the cities and towns in the district: *provided, however*, that preference in employment shall be given to those on the lists of the cities and towns situated in the immediate locality in which the work is being done. [*Gen. Acts, 1915, c. 4, §§ 1, 2 and 3.*]

196B. Metropolitan park commission to provide immediate work on parkways, etc. — The metropolitan park commission, for the purpose of providing immediate work on, and continuing the construction, improvement and development of the parkways and boulevards under its care and control, and to carry out the provisions of Acts, 1894, c. 288, is hereby authorized to expend the sum of \$50,000 as an addition to the Metropolitan Parks Loan, Series Two.

To meet expenditures made under authority of this act the treasurer and receiver general, with the approval of the governor and council, shall issue scrip or certificates of indebtedness, bearing interest at a rate not exceeding four per cent per annum, to the amount of \$50,000, as an addition to the Metropolitan Parks Loan, Series Two, and shall add to the existing sinking fund to provide for the payment of the same. Such scrip or certificates of indebtedness shall be issued and additions to said sinking fund shall be assessed and collected in accordance with the provisions of Acts, 1899, c. 419, and acts in amendment thereof and in addition thereto.

The metropolitan park commission in the employment of labor to carry out the purposes of this act shall select the employees either from the state civil service lists or from the lists of the cities and towns in the district: *provided, however*, that preference in employment shall be given to those on the lists of the cities and towns situated in the immediate locality in which the work is being done. [*Gen. Acts, 1915, c. 5, §§ 1, 2 and 3.*]

196C. State forester to provide employment for certain needy persons. — *Resolved*, That the state forester be directed to provide employment for needy persons deemed by him to be worthy thereof, preference being given to residents of the commonwealth and to persons who have others dependent upon them for support. The moneys authorized to be spent under the provisions of this resolve shall be spent upon the improvement and protection of forests and in any other public work which may in the opinion of the state forester be proper. There shall be allowed and paid out of the treasury of the commonwealth for this purpose the sum of \$25,000, together

with any unexpended balances of the amounts appropriated to be used under the provisions of Acts, 1913, c. 759 and Acts, 1914, c. 596. For the purpose of carrying out the provisions of this resolve, the state forester may appoint his duly accredited agents as special police officers to serve for such period as may be determined by him and subject to removal by him. Such officers shall serve without pay, except their regular compensation as agents or employees of the state forester, and shall receive no fees for services or return of criminal process. They shall have, throughout the commonwealth, the powers of constables and police officers to arrest and detain any person violating the law of the commonwealth, but they shall not have power to serve any process in civil cases. The civil service laws and the rules and regulations made thereunder shall not apply to this resolve or to any action taken hereunder. [*Res.*, 1915, c. 2.]

196D. Appropriation for the employment of certain needy persons by the state forester. — A sum not exceeding \$25,000 is hereby appropriated, to be paid out of the treasury of the commonwealth from the ordinary revenue, to be expended under the direction of the state forester, in the employment of certain needy persons, as authorized by [*Res.*, 1915, c. 2], and there is also hereby made available for this purpose the unexpended balances of the appropriations made under the provisions of Acts, 1913, c. 759 and Acts, 1914, c. 596. [*Sp. Acts*, 1915, c. 127.]

196E. Additional appropriation for employment of certain needy persons authorized. — *Resolved*, That the sum of \$50,000 is hereby authorized to be paid out of the treasury of the commonwealth, from the ordinary revenue, to be expended by the state forester in the employment of needy persons under the provisions of [*Res.*, 1915, c. 2], this sum to be in addition to the amounts authorized by the said chapter. [*Res.*, 1915, c. 23.]

196F. Additional appropriation for employment of certain needy persons. — A sum not exceeding \$50,000 is hereby appropriated to be paid out of the treasury of the commonwealth from the ordinary revenue, to be expended under the direction of the state forester in the employment of certain needy persons, as authorized by [*Res.*, 1915, c. 23], the same to be in addition to any amount heretofore appropriated for the purpose. [*Sp. Acts*, 1915, c. 284.]

196G. State forester authorized to accept contributions for continuing relief of certain needy persons. — *Resolved*, That the state forester is hereby authorized to accept, on behalf of the commonwealth, contributions of money from municipalities and individuals, to be used in continuing the employment of certain needy persons, as authorized by [*Res.*, 1915, cc. 2 and 23]. The money so received shall be paid into the treasury of the commonwealth and may be expended by the state forester in addition to the money appropriated by the commonwealth for the purposes authorized by said [*Res.*, 1915, cc. 2 and 23]: *provided*, that none of the money so collected shall be expended after December 1, 1915. [*Res.*, 1915, c. 98.]

2. INDUSTRIAL SAFETY.

GENERAL ACTS.

197. Surgical appliances for employees. — Every person, firm or corporation operating a factory or shop in which machinery is used for any manufacturing or other purpose except for elevators, or for heating or hoisting apparatus, shall at all times keep and maintain, free of expense to the employees, such medical or surgical chest,

or both, as shall be required by the state board of labor and industries, and containing plasters, bandages, absorbent cotton, gauze, and all other necessary medicines, instruments and other appliances for the treatment of persons injured or taken ill upon the premises. *Every such person, firm or corporation, employing one hundred or more persons, shall, if so required by the state board of labor and industries, provide accommodations, satisfactory to said board, for the treatment of persons injured or taken ill upon the premises.* Every person, firm or corporation carrying on a business in a mercantile establishment in which twenty or more women or minors are employed, shall in the manner aforesaid provide such medical and surgical chest as the state board of labor and industries may require. A person, firm or corporation violating any provision of this section shall be punished by a fine of not less than \$5 nor more than \$500 for every week during which such violation continues. [Acts, 1909, c. 514, § 104, as am. by Acts, 1914, c. 557 and by Gen. Acts, 1915, c. 216.]

EGRESSES AND PREVENTION OF FIRE.

214. Proper egress from certain buildings, required. — A building which is used, in whole or in part, as a public building, public or private institution, school-house, church, theatre, special hall, public hall, miscellaneous hall, place of assemblage or place of public resort, and a building in which ten or more persons are employed in a factory, workshop, mercantile or other establishment, and an office building, dormitory, hotel, family hotel, apartment house, boarding house, lodging house or tenement house which has eight or more rooms, or in which ten or more persons are accommodated, lodge or reside above the second story, the owner, lessee or mortgagee in possession whereof is notified in writing by an inspector that the provisions of [Acts, 1913, c. 655] apply thereto, shall be provided with proper egresses or other means of escape from fire, sufficient for the use of all persons accommodated, assembled, employed, lodged or resident therein; but no owner, lessee or mortgagee in possession of such building shall be deemed to have violated this provision unless he has been notified in writing by an inspector as to what additional egresses or means of escape from fire are necessary and for thirty days has neglected or refused to provide the same. . . . [Acts, 1913, c. 655, § 20, as am. by Gen. Acts, 1917, c. 156, § 1.]

215. Egresses to be kept unobstructed. — . . . The egresses and means of escape shall be kept unobstructed, in good repair and ready for use, and, if the inspector so directs in writing, every such egress shall be properly lighted and provided with a sign having on it the word "Exit" in letters not less than five inches in height, and so made and placed as plainly to indicate to persons within the building the situation of such egresses; stairways shall have suitable hand-rails; egress doors and windows shall open outwardly, and women or children shall not be employed in a factory, workshop, mercantile or other establishment, in a room above the second story from which there is only one egress. The certificate of the inspector shall be conclusive evidence of a compliance with the said requirements. Portable seats shall not be allowed in the aisles or passageways of such buildings during any service or entertainment held therein. . . . [Acts, 1913, c. 655, § 20, as am. by Gen. Acts, 1917, c. 156, § 1.]

233A. Persons aggrieved may have a court hearing. — Whoever is aggrieved by the order, requirement, or direction of a building inspector of the building inspection department of the district police, may, within thirty days after the service thereof,

appeal to a judge of the superior court for the county in which the building to which such order, requirement or direction relates is situated, for an order forbidding its enforcement; and after such notice as said court shall order to all parties interested, a hearing may be had before the court at such early and convenient time and place as shall be fixed by said order; or the court may appoint three disinterested persons, skilled in the subject-matter of the controversy, to examine the matter and hear the parties; and the decision of said court, or the decision, in writing and under oath, of a majority of said experts, filed in the office of the clerk of courts in said county within ten days after such hearing, may alter, annul or affirm such order, requirement or direction. Such decision or a certified copy thereof shall have the same authority, force and effect as the original order, requirement or direction of the inspector. If such decision annuls or alters the order, requirement or direction of the inspector, the court shall also order the inspector not to enforce his order, requirement or direction, and in every case the certificate required by law shall thereupon be issued by said court or by said experts. [*Acts, 1913, c. 655, § 55, as am. by Gen. Acts, 1917, c. 156, § 2.*]

236A. Laboratory for the use of the detective department. — From and after December 1, 1914, there may be expended annually from the treasury of the commonwealth, under the direction of the chief of the district police, a sum not exceeding \$500 for the maintenance of a laboratory for the use of the detective department of the district police in the enforcement of the laws relative to explosives and inflammable fluids and compounds. [*Gen. Acts, 1915, c. 220.*]

236B. Enforcement of statutes relative to explosives and inflammable fluids. — There shall annually be allowed and paid out of the treasury of the commonwealth, from the first day of December, 1915, a sum not exceeding \$2,750, to be expended by the chief of the district police for the employment of expert assistance to aid in the enforcement of the statutes relative to explosives and inflammable fluids and compounds. [*Acts, 1914, c. 421, § 1, as am. by Gen. Acts, 1916, c. 65, § 1.*]

STEAM BOILERS.

279. Daily record of boiler to be kept. — . . . The person in charge of a stationary steam boiler upon which the safety valve is set to blow off at more than 25 pounds pressure to the square inch, except boilers upon locomotives, motor road vehicles, boilers in private residences, boilers in apartment houses of less than five apartments, boilers under the jurisdiction of the United States, boilers used for agricultural purposes exclusively, and boilers of less than nine horse power, shall keep a daily record of the boiler, its condition when under steam and of all repairs made and work done on it, upon forms to be obtained upon application from the boiler inspection department. These records shall be kept on file and shall be accessible at all times to the members of the boiler inspection department. [*Acts, 1911, c. 562, § 7, repealed and reenacted as Gen. Acts, 1915, c. 259, § 10.*]

3. INDUSTRIAL SANITATION.

GENERAL ACTS.

311A. Furnishing of lockers in certain factories. — (a) *Employees who make a substantial change in clothing before working to have lockers.* — In any mercantile or manufacturing establishment or hotel in which the nature of the work renders it necessary for any or all employees, before beginning work, to make a substantially complete change of clothing, exclusive of underclothing, separate lockers, closets or other receptacles, each with a lock and key, shall be provided for the use of such employees. [*Gen. Acts, 1916, c. 115, § 1, as am. by Gen. Acts, 1917, c. 72, § 1.*]

(b) *Board of Labor and Industries to enforce the act.* — It shall be the duty of the state board of labor and industries to investigate all reported violations of this act, and to enforce the same by prosecution. [*Gen. Acts, 1916, c. 115, § 2.*]

(c) *Penalty.* — Any violation hereof shall be punished by a fine of not less than \$5 or more than \$20 for each offence. [*Gen. Acts, 1916, c. 115, § 3.*]

VENTILATION.

329. Prosecution for violating certain laws relative to factories and workshops. — *Inspectors of the state board of labor and industries*, upon receipt of notice in writing, signed by any person having knowledge of the facts, that any factory or workshop as aforesaid is not provided with the apparatus prescribed in [Acts, 1909, c. 514, §§ 86, 87], shall visit and inspect such factory or workshop, and for that purpose they are authorized to enter any such factory or workshop during working hours, and if they ascertain, in the foregoing or in any other manner, that the owner, proprietor or manager thereof has failed to comply with the provisions of said sections, they shall make complaint to a court or judge having jurisdiction, and cause such owner, proprietor or manager to be prosecuted. [*Acts, 1909, c. 514, § 89, as affected by Acts, 1912, c. 726, and as am. by Gen. Acts, 1915, c. 116.*]

330. Penalties for violating the laws relative to sanitary devices in factories. — Whoever fails to comply with any provision of [Acts, 1909, c. 514] §§ 83 to 89 inc., shall, for the first offence be punished by a fine of not less than \$25 nor more than \$100, and, for a second offence he shall be punished by the fine aforesaid or by imprisonment in jail for not more than sixty days or by both such fine and imprisonment. [*Acts, 1909, c. 514, § 90, as am. by Gen. Acts, 1915, c. 69.*]

TOILET FACILITIES.

342. Drinking water to be provided for employees. — All industrial establishments within this commonwealth shall provide fresh and pure drinking water to which their employees shall have access during working hours. Any person, firm, association or corporation owning, in whole or in part, managing, controlling or superintending any industrial establishment in which the provisions of this section are violated shall, upon complaint of an *inspector of the state board of labor and industries*, of the board of health of the city or town, or of the selectmen of the town in which the establishment is located be punished by a fine of \$100 for each offence. [*Acts, 1909, c. 514, § 78, as affected by Acts, 1912, c. 726, and as am. by Gen. Acts, 1915, c. 117.*]

4. WOMEN AND CHILDREN.¹

SCHOOL ATTENDANCE AND ATTENDANCE OFFICERS.

378. Compulsory school attendance. — Every child between seven and fourteen years of age, every child under sixteen years of age who does not possess such ability to read, write and spell in the English language as is required for the completion of the fourth grade of the public schools of the city or town in which he resides, and every child under sixteen years of age who has not received an employment certificate as provided in this act and is not engaged in some regular employment or business for at least six hours per day or has not the written permission of the superintendent of schools of the city or town in which he resides to engage in profitable employment at home, shall attend a public day school in said city or town or some other day school approved by the school committee, during the entire time the public schools are in session, subject to such exceptions as are provided for in R. L., c. 44, §§ 4, 5, 6, R. L., c. 42, § 3, as am. by Acts, 1902, c. 433, Acts, 1911, c. 537 [and Acts, 1913, c. 779]; but such attendance shall not be required of a child whose physical or mental condition is such as to render attendance inexpedient or impracticable, or who is being otherwise instructed in a manner approved in advance by the superintendent of schools or the school committee. The superintendent of schools, or teachers in so far as authorized by said superintendent or by the school committee, may excuse cases of necessary absence for other causes not exceeding *seven* day sessions or *fourteen* half-day sessions in any period of six months. For the purposes of this section, school committees shall approve a private school only when the instruction in all the studies required by law is in the English language, and when they are satisfied that such instruction equals in thoroughness and efficiency, and in the progress made therein, the instruction in the public schools in the same city or town; but they shall not refuse to approve a private school on account of the religious teaching therein. [R. L., c. 44, § 1, as last am. by Acts, 1913, c. 779, § 1, and by Gen. Acts, 1915, c. 81, § 1.]

379. Obligations of parents and guardians. — Every person having under his control a child as described in [R. L., c. 44] § 1, shall cause him to attend school as therein required, and, if he fails for *seven* day sessions or *fourteen* half-day sessions within any period of six months while such control obtains, to cause such child so to attend school, he shall, upon complaint by an attendance officer and conviction thereof, be punished by a fine of not more than \$20, and no physical or mental condition which is capable of correction, or which renders the child a fit subject for special instruction at public charge in institutions other than public day schools, shall avail as defence under the provisions of this or the preceding section, unless it shall be made to appear that the defendant has employed all reasonable measures for the correction of the condition and the suitable instruction of the child. . . . [R. L., c. 44, § 2, as am. by Acts, 1913, c. 779, § 2, and by Gen. Acts, 1915, c. 81, § 2.]

384. Commonwealth to pay tuition. — . . . For the tuition in the public schools in any city or town of any child between the ages of five and fifteen years who shall be placed elsewhere than in his own home by the state board of charity, or by the trustees of the Massachusetts training schools, or kept under the control of either of said boards in such city or town, the commonwealth shall pay to said city or town,

¹ See also under Industrial Safety and Sanitation. Those acts only which refer specifically to women and children have been included under the above heading. For acts not so limited in scope see Table of Contents.

and for such tuition of any such child so placed by the trustees for children of the city of Boston, or so kept under the control of said trustees, the city of Boston from its appropriation for school purposes, shall pay to said city or town *seventy-five* cents for each week of five days, or major part thereof, of attendance of every such child in the public schools. . . . [R. L., c. 44, § 4, as last am. by Acts, 1913, c. 779, § 4, and by Gen. Acts, 1915, c. 78.]

390. Compulsory attendance of certain illiterate minors at evening schools.

— Every illiterate minor between sixteen and twenty-one years of age, *except married women*, shall attend some public evening school in the city or town in which he resides for the whole time during which the public evening schools are in session: *provided*, that such city or town maintains a public evening school. Attendance at a public day school, or at a private school approved for the purpose by the school committee, shall exempt such minor from attending a public evening school. This act shall not affect any existing laws regarding the compulsory school attendance of illiterate minors or their employment, but shall be in addition to such laws. [Acts, 1913, c. 467, § 1, as am. by Gen. Acts, 1916, c. 82, § 1.]

EMPLOYMENT OF WOMEN AND CHILDREN.

408. Definitions of words and phrases. — The following words and phrases as used in all laws relative to the employment of labor shall, unless a different meaning is plainly required by the context, have the following meanings: —

.

“Co-operative courses” shall mean courses approved as such by the board of education and conducted in public schools in which technical or related instruction is given in conjunction with practical experience by employment in a co-operating factory, manufacturing, mechanical or mercantile establishment or workshop. [Acts, 1909, c. 514, § 17, as last am. by Acts, 1912, c. 191, and by Gen. Acts, 1916, c. 95, § 1.]

410. Employment certificate for minors between 14 and 16 years of age. —

No child between fourteen and sixteen years of age shall be employed or be permitted to work in, about or in connection with any factory, workshop, manufacturing, mechanical or mercantile establishment unless the person, firm or corporation employing such child procures and keeps on file accessible to the attendance officers of the city or town, to agents of the board of education, and to the state board of labor and industries or its authorized agents or inspectors, the employment certificate as hereinafter provided issued to such child, and keeps a complete list of the names and ages of all such children employed therein conspicuously posted near the principal entrance of the building in which such children are employed: *provided, however*, that children who are over fourteen but under sixteen years of age shall be permitted to work in mercantile establishments on Saturdays between the hours of seven in the morning and six in the evening, without such certificate; and, *provided, further*, that pupils in co-operative courses in public schools, as defined in section seventeen of this act [see paragraph 408] may be employed by any co-operating factory, manufacturing, mechanical or mercantile establishment or workshop upon securing from the superintendent of schools a special certificate covering this type of employment. On termination of the employment of a child whose employment certificate is on file, said certificate shall be returned by the employer within two days after said termination to the office of the superintendent of

schools from which it was issued. [Acts, 1909, c. 514, § 57, as am. by Acts, 1913, c. 779, § 15, and by Gen. Acts, 1916, c. 95, § 2.]

415. Penalties for violation of law as to employment of children. — Whoever employs a person under the age of sixteen years, and whoever procures or, having under his control a person under sixteen years of age, permits such person to be employed in violation of the provisions of [Acts, 1909, c. 514, §§ 56 or 57], shall for each offence be punished by a fine of not less than \$10 nor more than \$50, or by imprisonment for not more than thirty days; and whoever continues to employ a person under sixteen years of age in violation of the provisions of either of [the above] sections, after being notified thereof by a school attendance officer or by an inspector appointed by the state board of labor and industries, shall for every day thereafter while such employment continues be punished by a fine of not less than \$50 nor more than \$200, or by imprisonment for not more than sixty days; and whoever forges, or procures to be forged, or assists in forging a certificate of birth or other evidence of the age of such person, and whoever presents or assists in presenting a forged certificate or evidence of birth to the superintendent of schools or to a person authorized by law to issue certificates, for the purpose of fraudulently obtaining the employment certificate required by this act, shall be punished by a fine of not less than \$10 nor more than \$500, or by imprisonment for not more than one year, or by both such fine and imprisonment. Whoever, being authorized to sign an employment certificate, knowingly certifies to any materially false statement therein shall be punished by a fine of not less than \$10 nor more than \$200. *Whoever, without authority, alters an employment certificate after the same is issued shall be punished by a fine of \$10.* [Acts, 1909, c. 514, § 61, as last am. by Acts, 1913, c. 779, § 19, and by Gen. Acts, 1915, c. 70.]

417. School records. — The school record required by [Acts, 1913, c. 779, § 16] shall be filled out and signed by the principal or teacher in charge of the school which the child last attended and shall be furnished only to a child who, after due examination and investigation, is found to be entitled thereto. Said school record shall state the grade last completed by such child and the studies pursued in completion thereof. It shall state the number of weeks during which such child has attended school during the twelve months next preceding the time of application for said school record. It shall also give the name, date of birth, and the residence of the child as shown on the records of the school and the name of the parent, guardian or custodian. In case it is found to be impossible to obtain said school record from the principal or teacher in charge of the school which such child last attended, the requirement of a school record may be waived. No such school record shall be issued or accepted and no employment certificate shall be granted unless the child possesses the educational qualifications enumerated in R. L., c. 44, § 1, as amended by [Acts, 1913, c. 779, § 1]: *provided, however, that children who are over fourteen but under sixteen years of age and who do not possess such ability to read, write and spell in the English language as is required for the completion of the fourth grade of the public schools of the city or town in which they reside may be granted an employment certificate good for the summer vacation, subject to all other provisions relating to the employment of children between fourteen and sixteen years of age.* No such school record shall be issued or accepted unless the child has regularly attended the public schools or other lawfully approved schools for not less than one hundred and thirty days after becoming thirteen years of age: *provided, however, that the school record may be accepted in the case of a person who*

has been an attendant at a public day school or other lawfully approved school for a period of not less than seven years, if in the opinion of said superintendent such person is mentally incapable of acquiring the educational qualifications herein prescribed; and *provided, further*, that the superintendent of schools shall have authority to suspend this requirement in any case when, in his opinion, the interests of the child will best be served by such suspension. [Acts, 1909, c. 514, § 59, as am. by Acts, 1913, c. 779, § 17, Acts, 1914, c. 580, and by Gen. Acts, 1916, c. 66.]

418. — Educational certificates for minors between 16 and 21 years of age. —

No child who is over sixteen and under twenty-one years of age shall be employed in a factory, workshop, manufacturing, mechanical or mercantile establishment, *except as provided for pupils in co-operative courses, approved as such by the board of education and conducted in public schools*, unless his employer procures and keeps on file an educational certificate showing the age of the child and his ability or inability to read and write as hereinafter provided. Such certificates shall be issued by the person authorized by this act to issue employment certificates. . . . [Acts, 1909, c. 514, § 66, as am. by Acts, 1913, c. 779, § 23, and by Gen. Acts, 1916, c. 95, § 3.]

437. Regulating bootblacking and other street trades. — Repealed by Gen. Acts, 1916, c. 242, § 4. Re-enacted in new form as follows: — The mayor and aldermen or selectmen may make regulations *consistent with the general laws* relative to the exercise of the trade of boot-blacking by minors, and to the sale or barter by minors of any goods, wares or merchandise the sale of which is permitted by § 15, and may prohibit such sales or such trade, or may require a minor to obtain from them a *permit* therefor to be issued on terms and conditions prescribed in such regulations: *provided*, that in the case of persons under the age of *sixteen years* in the cities of the commonwealth the foregoing powers shall be vested in and exercised by the *school committee*. *No badge or permit issued to a minor under the provisions of this section, or of Acts, 1913, c. 831, §§ 11-15 inclusive shall authorize the sale by a minor of any article other than those enumerated in R. L., c. 65, § 15.* A minor who sells such articles or exercises such trade without a *permit*, if one is required, or who violates the conditions of his *permit* or any provision of said regulations shall be punished by a fine of not more than \$10 for each offence. Any person who, having a minor under his control, knowingly permits him to violate any provision of this act, and any person who procures or employs a minor to violate any provision of this act, and any person who either for himself or as agent of any other person or of any corporation knowingly furnishes or sells to any minor any of the articles *aforsaid* with knowledge that the minor intends to sell said articles in violation of the provisions of this act, after having received written notice from the school committee that the minor is *not authorized to sell said articles*, shall be punished by a fine of not more than \$200, or by imprisonment for not more than six months. [Gen. Acts, 1916, c. 242, § 4.]

449. Regulation of sales by minors. — Repealed by Gen. Acts, 1916, c. 242, § 5. Re-enacted in new form as follows: A parent or other person who employs a minor in peddling without a *permit* or license, if one is required, or who, having the care or custody of a minor, permits him to engage in such employment, shall be punished by a fine of not more than \$200 or by imprisonment for not more than six months. [Gen. Acts, 1916, c. 242, § 5.]

WAGES AND HOURS OF WOMEN AND CHILDREN.

462. Hours of labor, women, and minors under 18 years of age.¹ — No child under eighteen years of age and no woman shall be employed in laboring in any factory or workshop, or in any manufacturing, mercantile, mechanical establishment, telegraph office or telephone exchange, or by any express or transportation company, more than ten hours in any one day; and in no case shall the hours of labor exceed fifty-four in a week except that in manufacturing establishments where the employment is by seasons, *and the state board of labor and industries shall determine what employments are seasonal*, the number of such hours in any week may exceed fifty-four, but not fifty-eight, provided that the total number of such hours in any year shall not exceed an average of fifty-four hours a week for the whole year, excluding Sundays and holidays; and if any child or woman shall be employed in more than one such place the total number of hours of such employment shall not exceed fifty-four hours in any one week. . . . [Acts, 1909, c. 514, § 48, as last am. by Acts, 1913, c. 758, and by Gen. Acts, 1916, c. 222.]

463. Notices to be posted showing hours of labor. — . . . Every employer, except those employers hereinafter designated, shall post in a conspicuous place in every room in which such persons² are employed a printed notice stating the number of hours' work required of them on each day of the week, the hours of beginning and stopping work, and the hours when the time allowed for meals begins and ends or, in the case of mercantile establishments and of establishments exempted from the provisions of [Acts, 1909, c. 514], §§ 67 and 68, the time, if any, allowed for meals. The printed forms of such notices shall be provided by the state board of labor and industries, after approval by the attorney-general. The employment of any such person at any time other than as stated in said printed notice shall be deemed a violation of the provisions of this section unless it appears that such employment was to make up time lost on a previous day of the same week in consequence of the stopping of machinery upon which such person was employed or dependent for employment; but no stopping of machinery for less than thirty consecutive minutes shall justify such overtime employment, nor shall such overtime employment be authorized until a written report of the day and hour of its occurrence and its duration is sent to the state board of labor and industries, *nor shall such overtime employment be authorized because of the stopping of machinery for the celebration of any holiday*. Every employer engaged in furnishing public service or in any other kind of business in respect to which the state board of labor and industries shall find that public necessity or convenience requires the employment of children under the age of eighteen or women by shifts during different periods or parts of the day, shall post in a conspicuous place in every room in which such persons are employed a printed notice stating separately the hours of employment for each shift or tour of duty and the amount of time allowed for meals. Printed forms of such notices shall be provided by the state board of labor and industries, after approval by the attorney-general. A list by name of the employees, stating in which shift each is employed, shall be kept on file at each place of employment for inspection by employees and by officers charged with the enforcement of the law. In cases of extraordinary emergency as defined by Acts, 1911, c. 494,

¹ For a resolve relative to an investigation by the State Board of Labor and Industries of the hours and conditions of labor of employees in hotels and restaurants, see paragraph 29 A.

² Refers to children under 18 years of age and women.

§ 1 or extraordinary public requirement, the provisions of this act shall not apply to employers engaged in public service or in other kinds of business in which shifts may be required as hereinbefore stated; but in such cases no employment in excess of the hours authorized under the provisions of this act shall be considered as legalized until a written report of the day and hour of its occurrence and its duration is sent to the state board of labor and industries. [*Acts, 1909, c. 514, § 48, as last am. by Acts, 1913, c. 758, and by Gen. Acts, 1915, c. 57.*]

474. Hours of labor of certain minors. — No boy under the age of eighteen years and no girl under the age of twenty-one years shall be employed or permitted to work in, about or in connection with any [factory, workshop, manufacturing, mechanical or mercantile establishment, barber shop, bootblack stand or establishment, public stable, garage, brick or lumber yard, telephone exchange, telegraph or messenger office or in the construction or repair of buildings, or in any contract or wage-earning industry carried on in tenement or other houses, *Acts, 1913, c. 831, § 1*] for more than six days in any one week, nor more than fifty-four hours in any one week, nor more than ten hours in any one day, nor before the hour of five o'clock in the morning, nor after the hour of ten o'clock in the evening, nor in the manufacture of textile goods after the hour of six o'clock in the evening: *provided, however, that girls under the age of twenty-one years may be employed as operators in regular service telephone exchanges until, but not after, the hour of eleven o'clock in the evening.* [*Acts, 1913, c. 831, § 9, as am. by Gen. Acts, 1917, c. 294.*]

478. Intervals from work for meals. — No woman or person under eighteen years of age shall be employed for more than six hours at one time in a factory or workshop in which five or more such persons are employed without an interval of at least *forty-five* minutes for a meal; but such person may be so employed for not more than six and one half hours at one time if such employment ends not later than one o'clock in the afternoon and if he or she is then dismissed from the factory or workshop for the remainder of the day; or for not more than seven and one half hours at one time if he or she is allowed sufficient opportunity for eating a lunch during the continuance of such employment and if such employment ends not later than two o'clock in the afternoon, and he or she is then dismissed from the factory or workshop for the remainder of the day. [*Acts, 1909, c. 514, § 68, as am. by Gen. Acts, 1917, c. 110.*]

MISCELLANEOUS.

489. Moving of heavy receptacles by female employees. — Boxes, baskets and other receptacles which with their contents weigh seventy-five pounds or over and which are to be moved by female employees in any manufacturing or mechanical establishment, shall be provided with pulleys or casters connected with such boxes or other receptacles so that they can be moved easily from place to place in such establishments. [*Acts, 1913, c. 426, § 1, as am. by Acts, 1914, c. 241, and by Gen. Acts, 1915, c. 27.*]

495. Medical chests in mercantile establishments where women or minors are employed. — . . . Every person, firm or corporation carrying on a business in a mercantile establishment in which twenty or more women or minors are employed, shall *in the manner aforesaid* [at all times keep and maintain free of expense to the employees] such medical and surgical chest as the state board of labor and industries may require. . . . [*Acts, 1909, c. 514, § 104, as am. by Acts, 1914, c. 557, and by Gen. Acts, 1915, c. 216.*]

5. WAGES.

GENERAL ACTS.

497. Weekly payment of wages. — Every person, firm or corporation engaged in carrying on a *hotel in a city, or a factory, workshop, manufacturing, mechanical or mercantile establishment, mine, quarry, railroad or street railway, or a telephone, telegraph, express or water company, or in the erection, alteration, repair or removal of any building or structure*, or the construction or repair of any railroad, street railway, road, bridge, sewer, gas, water or electric light works, pipes or lines, shall pay weekly each employee engaged in his or its business the wages earned by him to within six days of the date of said payment, but any employee leaving his or her employment, shall be paid in full on the following regular pay day; and any employee discharged from such employment shall be paid in full on the day of his discharge, or in the city of Boston as soon as the provisions of law requiring pay rolls, bills and accounts to be certified shall have been complied with; and the commonwealth, its officers, boards and commissions shall so pay every mechanic, workman and laborer who is employed by it or them, and every person employed by it or them in any penal or charitable institution, and every county and city shall so pay every employee who is engaged in its business the wages or salary earned by him, unless such mechanic, workman, laborer or employee requests in writing to be paid in a different manner; and every town shall so pay each employee in its business if so required by him; but an employee who is absent from his regular place of labor at a time fixed for payment shall be paid thereafter on demand. . . . [Acts, 1909, c. 514, § 112, as last am. by Gen. Acts, 1915, c. 75, and by Gen. Acts, 1916, c. 229.]

499. Prosecution for violations of the law relative to weekly payment of wages. — The *state board of labor and industries* may make a complaint against any person for a violation of the provisions of [Acts, 1909, c. 514, § 112]. Complaints for such violation shall be made within *three months* after the date thereof, and, on the trial, no defence for failure to pay as required, other than the attachment of such wages by the trustee process or a valid assignment thereof or a valid set-off against the same, or the absence of the employee from his regular place of labor at the time of payment, or an actual tender to such employee at the time of payment of the wages so earned by him, shall be valid. The defendant shall not set up as a defence a payment of wages after the bringing of the complaint. An assignment of future wages which are payable weekly under the provisions of this act shall not be valid if made to the person from whom such wages are to become due or to any person on his behalf or if made or procured to be made to another person for the purpose of relieving the employer from the obligation to pay weekly. The word "person" in this section shall include the corporations, contractors, persons and partnerships described in [Acts, 1909, c. 514, § 112]. [Acts, 1909, c. 514, § 113, as am. by Gen. Acts, 1916, c. 14.]

499A. Weekly payment of wages, employees may petition for. — A justice or clerk of a police, municipal or district court, or a trial justice may, upon the application of any employee issue a summons to an employer to appear and show cause why a warrant should not issue against him for a violation of Acts, 1909, c. 514, § 112. Upon the return of such summons and after a hearing the justice may issue a warrant upon the complaint of any such employee. [Gen. Acts, 1915, c. 214.]

499B. Employees of trust companies not to receive fees other than wages

or salaries. — Other than the usual salary or director's fee paid to any officer, director or employee of a trust company, and other than a reasonable fee paid by a trust company to an . . . employee for services rendered to the company, no . . . employee, or attorney of a trust company shall be a beneficiary of or receive, directly or indirectly, any fee, commission, gift, or other consideration for or in connection with any transaction or business of the trust company. Nothing contained in this section shall be construed as forbidding the receipt of interest on a deposit made by any such . . . employee, or as prohibiting any such . . . employee from borrowing from the trust company in accordance with law. [*Gen. Acts, 1916, c. 219, § 1.*]

499C. Penalty. — Any person violating any provision of this act shall be punished by a fine not exceeding \$5,000, or by imprisonment for a term not exceeding one year, or by both such fine and imprisonment. [*Gen. Acts, 1916, c. 219, § 2.*]

512. Assignment of wages. — The provisions of this act [*Gen. Acts, 1916, c. 208, see paragraphs 512A and 514*] shall not be construed to repeal or affect the provisions of [*Acts, 1912, c. 675, § 6.*] [*Gen. Acts, 1916, c. 208, § 3.*]

512A. Assignment of wages. — No assignment of future wages shall be valid for a period exceeding two years from the date thereof, nor unless made to secure a debt contracted prior to or simultaneously with the execution of said assignment, nor unless executed in writing in the standard form herein set forth and signed by the assignor in person and not by attorney, nor unless such assignment states the date of its execution, the money or the money value of goods actually furnished by the assignee and the rate of interest, if any, to be paid thereon. *Three fourths of the weekly earnings or wages of the assignor shall at all times be exempt from assignment, and no assignment shall be valid which does not so state on its face. No such assignment shall be valid when made by a married man unless the written consent of his wife to the making thereof is attached thereto.* [*Acts, 1909, c. 514, § 121, as am. by Gen. Acts, 1916, c. 208, § 1.*]

514. Standard form of assignment. — Said standard form of assignment shall be as follows: —

KNOW ALL MEN BY THESE PRESENTS.

That I, _____ of _____ in the county of _____, for a valuable consideration, to me paid by _____, of _____, the receipt whereof I do hereby acknowledge, do hereby assign and transfer to said _____ all claims and demands, *not exempt by law*, [which I now have, and all]¹ which within a period of _____ from the date hereof I may and shall have against my present employer, and against any person whose employ I shall hereafter enter, [for all sums of money due and] for all sums of money and demands which, at any time within said period may and shall become due to me, for services as _____. To have and to hold the same to the said _____, his executors, administrators and assigns, to secure a debt

(1) Of _____ dollars [with interest thereon from _____, at the rate of _____ per cent per annum], for money [or goods]¹ actually furnished by the assignee amounting to _____ dollars.

(2) Contracted prior to the execution of this assignment. [or contracted simultaneously with the execution of this assignment.]¹

(3) *Three fourths of the weekly earnings or wages, which are _____ dollars, are exempt from this assignment.*

IN WITNESS WHEREOF, I have set my hand this _____ day of _____.

Signed and delivered, in presence of _____ h. _____ m. _____ m. Received
and entered in records of assignment of wages in clerk's office of the _____
of _____, book _____, page _____, Clerk.

[*Acts, 1909, c. 514, § 124, as am. by Gen. Acts, 1916, c. 208, § 2.*]

¹ Brackets appear in the original text of the act.

LIENS FOR LABOR.

517. Liens acquired under these sections protected. — (a) *Enforcement of liens under these sections provided for.* — Any person who has performed labor in, or has furnished labor or materials actually used in the erection, alteration, repair or removal of a building or structure upon land, by virtue of an agreement made prior to January first, nineteen hundred and sixteen, may, subject to the intervening rights of third parties, enforce a mechanic's lien therefor in accordance with the provisions of R. L., c. 197, and acts in amendment thereof in the same manner as if Gen. Acts, 1915, c. 292, had not been enacted. All the provisions of said chapter 197 and of acts in amendment thereof, are hereby re-enacted so far as is necessary for this purpose. [Gen. Acts, 1916, c. 163, § 1, as am. by Gen. Acts, 1917, c. 213.]

(b) *Transfer of actions in conformance with the new law of 1916 provided for.* — If an action or other proceeding to enforce such a lien has been brought in the superior court which ought to have been brought in a police, district or municipal court or before a trial justice, or if such action or proceeding has been brought in a police, district or municipal court or before a trial justice, which ought to have been brought in the superior court, if the error is discovered at any stage of the proceedings the court may, upon motion of any party thereto, order the action or proceeding, with all the papers relating thereto, to be transferred to the proper court upon terms to the defendant; and it shall thereupon be entered and prosecuted as if it had been brought therein, and all prior proceedings otherwise regularly taken shall thereafter be valid. [Gen. Acts, 1916, c. 163, § 2.]

517A. Lien for labor further defined. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: — A person to whom a debt is due for personal labor performed in the erection, alteration, repair or removal of a building or structure upon land, by virtue of an agreement with, or by consent of, the owner of such building or structure, or of a person having authority from or rightfully acting for such owner in procuring or furnishing such labor, shall, subject to the provisions of this act, other than in section three [see paragraph 517C] have a lien upon such building or structure and upon the interest of the owner thereof in the lot of land upon which it is situated, for not more than eighteen days' work actually performed during the forty days next prior to his filing a statement as provided in section seven. [See paragraph 522.] [Gen. Acts, 1916, c. 292, § 1.]

517B. Written contracts to be recorded. — A person who enters into a written contract with the owner of land for the whole or any part of the erection, alteration, repair or removal of a building or structure upon land, or for furnishing material therefor, shall have a lien upon said building or structure and upon the interest of the owner in said lot of land as appears of record at the date when notice of said contract is filed or recorded in the registry of deeds for the county or district wherein such land lies, to secure the payment of all labor and material which shall thereafter be furnished by virtue of said contract. Said notice may be filed or recorded by any person entitled under the provisions of this act to enforce a lien and shall be in substantially the following form: —

Notice is hereby given that by virtue of a written contract, dated
 191 , between
 owner, and , contractor, said contractor
 is to furnish labor and material for the erection, alteration, repair or removal of a building on a
 lot of land described as follows:
 . Said contract is to be completed on or
 before 191 .

A notice of any extension of such contract, stating the date to which it is extended, shall also be filed or recorded in the registry prior to the date stated in the notice of a contract for the completion thereof, *and may be filed by any party entitled to file the original notice.*

Such notices, and all other instruments hereinafter required to be filed or recorded in the registry of deeds, affecting registered land shall be filed and registered in the manner prescribed by R. L., c. 128, § 70 and acts in amendment thereof and in addition thereto. Such notices, and all other instruments hereinafter required to be filed or recorded in the registry of deeds, affecting unregistered land shall be indexed in a separate book to be kept for that purpose. [*Gen. Acts, 1915, c. 292, § 2, as am. by Gen. Acts, 1916, c. 306, § 1.*]

517C. Notices. — If the notice aforesaid [see paragraph 517B] shall have been filed or recorded in the registry of deeds, as hereinbefore provided, any person who shall, subsequent to the date of filing or recording notice of said contract, furnish labor or material, or perform labor, under a contract with a contractor or with any sub-contractor of said contractor shall be entitled to enforce a lien on the premises therein described for any labor performed, or labor or material furnished, subsequent to the filing or recording of said notice and prior to the date of the termination of said contract as stated in said notice or notices. [*Gen. Acts, 1915, c. 292, § 3, as am. by Gen. Acts, 1916, c. 306, § 2.*]

517D. Public buildings exempt. — No lien shall attach to any land, building or structure thereon owned by the commonwealth, or by a county, city, town, water district or fire district. [*Gen. Acts, 1915, c. 292, § 5.*]

517E. Act, when to become operative. — This act shall take effect on January 1, 1916. [*Gen. Acts, 1915, c. 292, § 14.*]

518. Lien for labor upon entire contract. — Repealed by Gen. Acts, 1915, c. 292, § 13.

519. Notice of lien for materials. — Repealed by Gen. Acts, 1915, c. 292, § 13. (But see paragraphs 517 B and 517 C.)

520. No lien if notice by owner. — Repealed by Gen. Acts, 1915, c. 292, § 13.

521. Lien invalid against prior mortgage. — No lien, *except under the provisions of section one*, shall avail as against a mortgage actually existing and duly registered or recorded prior to the filing or recording in the registry of deeds of the notice required by the provisions of this act, and no lien under section one shall avail as against such a mortgage unless the work or labor performed is in the erection, alteration, repair, or removal of a building or structure which erection, alteration, repair or removal was actually begun prior to the recording of the mortgage. [*Gen. Acts, 1915, c. 292, § 6, as am. by Gen. Acts, 1916, c. 306, § 4.*]

522. Lien dissolved unless statement is filed. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: — The lien provided for by section two [see paragraph 517B] and the lien provided for by section three [see paragraph

517C] shall be dissolved unless *the contractor, or some person claiming by, through or under him, shall, within thirty days after the date on which the principal contract is to be performed, file in the registry of deeds in the county or district in which the land is situated a statement, signed and sworn to by him, or by some person in his behalf, giving a just and true account of the amount due him, with all just credits, a brief description of the property, and the name of the owner or owners as set forth in the notice of contract. The lien for labor provided for by section one [see paragraph 517A] shall be dissolved unless such certificate is filed within the forty days provided in said section.* [Gen. Acts, 1915, c. 292, § 7.]

523. Inaccuracy in statement, etc. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: — . . . The validity of the lien shall not be affected by an inaccuracy in the *description of the property to which it attaches, if the description is sufficient to identify the property, or by an inaccuracy in stating the amount due for labor or materials unless it is shown that the person filing the statement has willfully and knowingly claimed more than is due to him.* [Gen. Acts, 1915, c. 292, § 8.]

523A. Pleadings and proofs in suits to recover for work done. — In any action hereafter brought to recover the amount due for goods, wares and merchandise alleged to have been sold and delivered, or for work, labor and services alleged to have been performed, the plaintiff, by notice in writing served on the defendant or his attorney, may call upon the other party to admit, for the purpose of the trial of the action, any fact which is material or the execution of any written paper which he intends to use at such trial. The court may delay the trial until such notice is answered. If no answer is returned within ten days after a copy of said demand is filed in the clerk's office, or within such further time as may on motion be granted, the truth of the fact or the execution of the paper shall, for the purposes of that action, be held to be admitted.

This act shall take effect on January 1, 1918. [Acts, 1917, c. 194.]

524. Duties of register. — Affected by Gen. Acts, 1915, c. 292, § 2. [See paragraph 517B.]

525. Petition to enforce lien. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: — The lien shall be dissolved unless a *bill in equity* to enforce it is filed within *sixty days after the filing of the statement required by § 7.* . . . [See paragraph 522.] [Gen. Acts, 1915, c. 292, § 8.]

526. Jurisdiction. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: — *All proceedings to enforce a lien upon land for the erection, alteration, repair or removal of a building or other structure, shall be begun by bill in equity filed in the superior court for the county in which the land lies.* . . . [Gen. Acts, 1915, c. 292, § 4.]

527. Who may join. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: — . . . *The petitioner shall bring his bill in his own behalf and in behalf of all other persons in interest who shall become parties.* . . . [Gen. Acts 1915, c. 292, § 4.]

528. Summons, return day, etc. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: — . . . *The subpoena shall be returnable not more than sixty days subsequent to the entry of the bill and shall contain a brief description of the property, sufficient to identify it, and a statement of the amount alleged*

to be due. An attested copy thereof shall be filed in the registry of deeds and recorded as provided in *R. L., c. 197, § 8.* . . . [*Gen. Acts, 1915, c. 292, § 4.*]

529A. Fees for service of civil process. — Two clauses of *Gen. Acts, 1915, c. 292, § 4*, relative to fees of the officer were repealed by *Gen. Acts, 1916, c. 306, § 3*.

530. Further notice. — Repealed by *Gen. Acts, 1915, c. 292, § 13*. Re-enacted in new form as follows: — . . . All other parties in interest may appear and have their rights determined in such bill, and at any time before a final decree, upon the suggestion of any party in interest that any other person is or may be interested in the suit, or of its own motion, the court may issue a subpoena to such person, or a precept directing him to appear in said cause on or before a day certain or be forever barred from any rights thereunder. The court may in its discretion provide for notice to absent parties in interest. The terms "party in interest" and "person in interest", as used in this act, shall include mortgagees and attaching creditors. [*Gen. Acts, 1915, c. 292, § 4, as am. by Gen. Acts, 1916, c. 306, § 3.*]

531. Other creditors may intervene; amendments. — Repealed by *Gen. Acts, 1915, c. 292, § 13*. [But see paragraph 530.]

542. Attachment prior to filing of statement. — Repealed by *Gen. Acts, 1915, c. 292, § 13*. Re-enacted in new form in 1915 and amended in 1916 as follows: — The rights of an attaching creditor shall not prevail as against the lien for personal labor provided for in [*Gen. Acts, 1915, c. 292*], § 1, nor against the claim of a lienor where notice or notices of contract have been filed or recorded in the registry of deeds as provided in § 2 prior to the recording of the attachment. [*Gen. Acts, 1915, c. 292, § 10, as am. by Gen. Acts, 1916, c. 306, § 5.*]

543. Attachment after filing. — Repealed by *Gen. Acts, 1915, c. 292, § 13*. [But see paragraph 542.]

544. Attaching creditors and claimants of liens, how paid, as between themselves. — Repealed by *Gen. Acts, 1915, c. 292, § 13*.

545. Dissolution by owner. — Repealed by *Gen. Acts, 1915, c. 292, § 13*. Re-enacted in new form as follows: — In a bill in equity under the provisions of section four [see paragraph 526], the court may, in its discretion, accept a bond, with sufficient surety or sureties, to dissolve the lien of any creditor or all liens, as to the whole or any part of the property, or any interest therein. Such bond shall be filed by the obligor in the registry of deeds within ten days after its approval, and shall not dissolve the lien unless so filed. It shall be recorded, and may then be taken from the registry by the obligee. [*Gen. Acts, 1915, c. 292, § 11.*]

545B. Bond with sureties may be given. — Any person in interest may cause to be recorded in the registry of deeds in the district in which the land lies, a bond having as surety therein a corporation organized to do a surety business in this commonwealth, or individual sureties as hereafter provided, in which bond the register of deeds for the district and his successor or successors in office shall be obligee, in such penal sum as shall be fixed by the building commissioner or other officer performing like duties under any statute, ordinance or by-law of a city or town in which the land in question lies, or, in case there is no such officer, then by a justice or clerk of a court having jurisdiction in the locality where the land lies. The bond shall describe the land in such detail as is required in a common conveyance of land, and shall be in form substantially as follows: —

Know all Men by these Presents.

That we
of _____ in the County of _____
and Commonwealth of Massachusetts, as principal, and
in the Commonwealth, as surety or sureties, are holden and stand firmly bound and obliged
unto

Register of Deeds for the
County of _____

in the full and just sum of
Dollars to be paid unto said Register and his successors in said office, to which payment, well
and truly to be made, we bind ourselves, our heirs, executors, administrators, successors and
assigns, jointly and severally, firmly by these presents.

Sealed with our seals and dated the _____ day
of _____ in the year of our Lord one thousand nine
hundred and _____

The condition of this obligation is such,

That whereas said

is interested in the erection, alteration, repair or removal of a building on a certain lot of land
situated within the

Registry District in the Commonwealth, bounded and described as follows

and desires under the provisions of chapter one hundred and ninety-seven of the Revised Laws
and acts in amendment thereof and in addition thereto to free said land from claims for personal
labor in accordance with the provisions of said statute and amendments thereto;

Now, therefore, if the above bounden

shall pay or cause to be paid for any and all personal labor performed in the erection, alteration,
repair or removal of said building on said land, under the contract stated in the certificate on
the back hereof, irrespective of any agreement made between him and the owner or any other
persons now interested or who may hereafter be interested therein, then the above written obliga-
tion shall be null and void; otherwise to remain in full force and virtue.

Signed, sealed and delivered in presence of

(Seal)

(Seal)

(Seal)

(CERTIFICATE ON BACK OF BOND.)

I, _____ Date _____ 191 .
principal in the within bond, hereby
certify that the proposed work on the lot of land described in said bond is the erection — alteration
— repair — removal of a building, that a fair estimate of the cost of the labor on said building
will not exceed _____ Dollars. The work is to be done under
a contract made _____ 191 , the parties thereto being

of

and

of

. Said work is to be completed on or before

(Signed.)

If individual sureties are given on said bond, the sureties shall be not less than
three in number, each of whom shall have owned real estate for at least one year
next prior to the date of the bond, of a value not less than the penal sum of the bond,
and said bond shall not be recorded unless the bond and sureties shall have been
approved by a justice or clerk of a court having jurisdiction in the locality where the
land lies, after an examination under oath, of all the sureties by said justice or clerk.

After the recording of said bond no lien shall thereafter attach for personal labor
performed under the contract in respect to which the bond is given.

The register of deeds may refuse to record the said bond if it be defective in form
or substance, but no party to any such bond shall be discharged by any defect therein
as against any party who has in good faith allowed his lien to be dissolved by lapse of
time, in reliance on the bond. The bond may be enforced by a bill in equity in the

superior court brought by any party in interest. The petitioner shall bring his bill in his own behalf and in behalf of all other persons in interest who shall become parties. A copy of the subpoena shall be filed and recorded in the registry of deeds, and the fees of the officer shall be as provided in § 4. [See paragraphs 529A and 530.] [*Gen. Acts, 1915, c. 292, § 9.*]

546. Certificate. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: — If it appears to the court that no person is entitled to a lien, or that every lien has been discharged by payment of the lien, the court shall forthwith cause a decree to be entered to the effect that the lien is dissolved, and a certificate to that effect shall be sent forthwith by the clerk to the register of deeds. Such certificate shall be filed and recorded in the manner provided in R. L., c. 197, § 8. [*Gen. Acts, 1915, c. 292, § 12.*]

549. Dissolution by creditor. — Repealed by Gen. Acts, 1915, c. 292, § 13.

550. Dissolution by payment. — Repealed by Gen. Acts, 1915, c. 292, § 13.

550A. Certain acts repealed, etc. — R. L., c. 197, §§ 1, 2, 3, 4, 5, 6, 7, 9, 10, 11, 12, 13, 14, 25, 26, 27, 28, 29, 30 and 31 are hereby repealed. All other provisions of said chapter shall apply to proceedings under this act. [*Gen. Acts, 1915, c. 292, § 13.*]

MINIMUM WAGES.

571A. Posting of information in places of employment. — The minimum wage commission may require employers to post in conspicuous positions in their places of employment such notices as the said commission may issue for the information of employees. [*Gen. Acts, 1915, c. 65, § 1.*]

6. WORKMEN'S COMPENSATION AND EMPLOYERS' LIABILITY.

EMPLOYERS' LIABILITY.

577. When death from such accident is not instantaneous.¹ — If the injury described in the preceding section [see Acts, 1909, c. 514, § 127], or an injury caused by the negligence of the employer himself, results in the death of the employee, and such death is not instantaneous or is preceded by conscious suffering, and if there is any person who would have been entitled to bring an action under the provisions of the following section [see Acts, 1909, c. 514, § 129], the legal representatives of said employee may, in the action brought under the provisions of the preceding section [see Acts, 1909, c. 514, § 127], recover damages for the death in addition to those for the injury; and in the same action under a separate count at common law, may recover damages for conscious suffering resulting from the same injury. [*Acts, 1909, c. 514, § 128, as am. by Gen. Acts, 1915, c. 179.*]

WORKMEN'S COMPENSATION.

590A. Compensation to young workmen who receive injuries. — Whenever an employee is injured under circumstances that would entitle him to compensation under the provisions of Acts, 1911, c. 751, and acts in amendment thereof and in addition thereto, if it be established that the injured employee was of such age and experience when injured that, under natural conditions, his wages would be

¹ See also paragraph 1286.

expected to increase, that fact may be taken into consideration in determining his weekly wages. [*Gen. Acts, 1915, c. 236, § 1.*]

591. No compensation unless injury incapacitates for at least ten days. —

No compensation shall be paid under [the Workmen's Compensation Act] for any injury which does not incapacitate the employee for a period of at least *ten days* from earning full wages, but if incapacity extends beyond the period of *ten days*, compensation shall begin on the *eleventh* day after the injury. *When compensation shall have begun, it shall not be discontinued except with the written assent of the employee or the approval of the board, or a member thereof: provided, however, that such compensation shall be paid in accordance with [Acts, 1911, c. 751, Part II, § 10, as am. by Acts, 1914, c. 708, § 5] if the employee in fact earns wages at any time after the original agreement is filed.*

This act shall take effect on January 1, 1917. [*Acts, 1911, c. 751, Pt. II., § 4, as am. by Gen. Acts, 1916, c. 90, §§ 1, 2.*]

592. Medical and hospital services. —

During the first two weeks after the injury, and, if the employee is not immediately incapacitated thereby from earning full wages, then from the time of such incapacity, and in unusual cases, in the discretion of the board, for a longer period, the association shall furnish adequate and reasonable medical and hospital services, and medicines, when they are needed. *The employee shall have the right to select a physician other than the one provided by the association, and in case he shall be treated by a physician of his own selection, or, where, in case of emergency or for other justifiable cause, a physician other than the one provided by the association is called in to treat the injured employee, the reasonable cost of his services shall be paid by the association, subject to the approval of the industrial accident board. Such approval shall be granted only if the board finds that the employee was so treated by such physician, or that there was such emergency or justifiable cause, and, in all cases, that the services were adequate and reasonable and the charges reasonable. [Acts, 1911, c. 751, Pt. II., § 5, as am. by Acts, 1914, c. 708, § 1 and by Gen. Acts, 1917, c. 198.]*

594. Compensation to be paid during total incapacity. —

While the incapacity for work resulting from the injury is total, the association shall pay the injured employee a weekly compensation equal to sixty-six and two thirds per cent of his average weekly wages, but not more than *fourteen* dollars nor less than four dollars a week; and in no case shall the period covered by such compensation be greater than five hundred weeks, nor the amount more than \$4,000. [*Acts, 1911, c. 751, Pt. II, § 9, as am. by Acts, 1914, c. 708, § 4, and by Gen. Acts, 1917, c. 249, § 1.*]

599. Expenses of burial. —

In all cases the association shall pay the reasonable expense of burial which shall not exceed \$100. If the employee leaves dependents, such sum shall be a part of the compensation payable, and shall to that extent diminish the period of payment. [Acts, 1911, c. 751, Pt. II, § 8, as am. by Gen. Acts, 1917, c. 269.]

610. Committees of arbitration abolished. —

If the association and the injured employee fail to reach an agreement in regard to compensation under this act, or if they have reached such an agreement, which has been signed and filed in accordance with the provisions of this act, and compensation has been paid or is due in accordance therewith and the parties thereto then disagree as to the continuance of any weekly payments under such agreement, either party may notify the industrial accident board which shall thereupon assign the case for hearing by a member of the

board. [Acts, 1911, c. 751, Pt. III, § 5, as last am. by Acts, 1914, c. 708, § 9, and by Gen. Acts, 1917, c. 297, § 2.]

611. Arbitrators to be sworn. — Repealed by Gen. Acts, 1917, c. 297, § 2.

612. Board to appoint committee of arbitration. — Repealed by Gen. Acts, 1917, c. 297, § 3.

613. Inquiries and investigations to be made, etc. — *The member of the board shall make such inquiries and investigations as shall be deemed necessary. The hearing shall be held in the city or town where the accident occurred, or in such other place as the board may designate; and the decision of the member, together with a statement of the evidence, his findings of fact, rulings of law, and any other matters pertinent to questions arising before him shall be filed with the industrial accident board. Unless a claim for review is filed by either party within seven days, the decision shall be enforceable under provisions of section eleven of Part III. (See paragraph 616.)* [Acts, 1911, c. 751, Pt. III, § 7, as am. by Acts, 1912, c. 571, § 12, and by Gen. Acts, 1917, c. 297, § 4.]

614. Fees of arbitrators. — Repealed by Gen. Acts, 1917, c. 297, § 5.

615. Claim for review. — If a claim for a review is filed, as provided in [Acts, 1911, c. 751, Pt. III, § 7], the board shall hear the parties and may hear evidence in regard to any or all matters pertinent thereto and may revise the decision of the member in whole or in part, or may refer the matter back to the member for further findings of fact, and shall file its decision with the records of the proceedings and notify the parties thereof. No party shall as a matter of right be entitled to a second hearing upon any question of fact. [Acts, 1911, c. 751, Pt. III, § 10, as am. by Acts, 1912, c. 571, § 13, and by Gen. Acts, 1917, c. 297, § 6.]

615A. Claim for review. — An order or decision of the industrial accident board, a decree of the superior court upon such an order, a decision of an arbitration committee from which no claim for review has been filed within the time allowed therefor, or a memorandum of agreement approved by the industrial accident board, shall have effect, notwithstanding an appeal, until it is otherwise ordered by a justice of the supreme judicial court who may, in any county, suspend or modify such decree, order or decision, during the pendency of the appeal. [Gen. Acts, 1915, c. 132, § 1.]

616. Superior court to render a decree, etc. — Any party in interest may present certified copies of an order or decision of the board, a decision of a member from which no claim for review has been filed within the time allowed therefor, or a memorandum of agreement approved by the board, and all papers in connection therewith, to the superior court for the county in which the injury occurred or for the county of Suffolk, whereupon said court shall render a decree in accordance therewith and notify the parties. Such decree shall have the same effect and all proceedings in relation thereto shall thereafter be the same as though rendered in a suit duly heard and determined by said court, except that there shall be no appeal therefrom upon questions of fact, or where the decree is based upon a decision of a member or a memorandum of agreement, and that there shall be no appeal from a decree based upon an order or decision of the board which has not been presented to the court within ten days after the notice of the filing thereof by the board. Upon the presentation to it of a certified copy of a decision of the industrial accident board ending, diminishing or increasing a weekly payment under the provisions of Part III, § 12 [see paragraph 617], the court shall revoke or modify the decree to conform to such decision.

[*Acts, 1911, c. 751, Pt. III, § 11, as am. by Acts, 1912, c. 571, § 14, and by Gen. Acts, 1917, c. 297, § 7.*]

617. Weekly payments may be reviewed. — Any weekly payment under this act may be reviewed by the industrial accident board or any member thereof, and on such review the board or member may, in accordance with the evidence and subject to the provisions of this act, issue any order which may be deemed advisable. *If the case is heard and decided by a member, his decision shall be subject to review as provided by §§ 7 and 10 of Part III and the general provisions of the act.* [*Acts, 1911, c. 751, Pt. III, § 12, as am. by Acts, 1914, c. 708, § 11, and by Gen. Acts, 1917, c. 297, § 8.*]

619. Physicians; fees; reports of impartial physicians admissible as evidence. — The industrial accident board or any member thereof may appoint a duly qualified impartial physician to examine the injured employee and to report. The fee for this service shall be five dollars and travelling expenses, but the board may allow additional reasonable amounts in extraordinary cases, and the association shall reimburse the board for the amount so paid. *The report of the physician shall be admissible as evidence in any proceeding before the industrial accident board or a committee of arbitration, provided that the employee and insurer have seasonably been furnished with copies thereof.* [*Acts, 1911, c. 751, Pt. III, § 8, as am. by Acts, 1914, c. 708, § 10, and by Gen. Acts, 1916, c. 72, § 1.*]

621. Fees of attorneys, etc. — Fees of attorneys and physicians and charges of hospitals for services under this act shall be subject to the approval of the industrial accident board. If the association and any physician or hospital, or the employee and any attorney, fail to reach an agreement as to the amount to be paid for such services, either party may notify the board, which may thereupon assign the case for hearing by a member of the board in accordance with the provisions of this act, and all proceedings thereunder shall be in accordance with the provisions of this act. *The member shall report the facts to the industrial accident board for decision, and the decision shall be enforceable as provided by Part III of § 11.* [*Acts, 1911, c. 751, Pt. III, § 13, as am. by Acts, 1914, c. 708, § 12, and by Gen. Acts, 1917, c. 297, § 9.*]

625. Payment of cost of proceedings before the board or member, etc. — If the industrial accident board, any member thereof, or any court before whom any proceedings are brought under this act determines that such proceedings have been brought, prosecuted, or defended without reasonable ground, it shall assess the whole cost of the proceedings upon the party who has so brought, prosecuted or defended them. [*Acts, 1911, c. 751, Pt. III, § 14, as am. by Gen. Acts, 1917, c. 297, § 10.*]

MASSACHUSETTS EMPLOYEES INSURANCE ASSOCIATION.¹

638. Association created. — The Massachusetts Employees Insurance Association is hereby created a body corporate with the powers provided in this act and with all the general corporate powers incident thereto. *The said association may also transact within the commonwealth any kind of liability insurance which mutual companies are allowed by law to transact, and shall be governed by the laws now or hereafter in force relating to the transaction of such business by mutual companies so far as the same are not in conflict with the provisions of this act.* [*Acts, 1911, c. 751, Pt. IV, § 1, as am. by Sp. Acts, 1915, c. 314.*]

¹ By Gen. Acts, 1916, co. 29 and 300 provision was made for the issuance by mutual liability companies of policies covering workmen's compensation.

638A. Association may have all rights and powers of domestic mutual liability companies. — The Massachusetts Employees Insurance Association may with the approval of the insurance commissioner have and exercise, within or without the commonwealth, all of the rights, powers and privileges vested in or conferred upon domestic mutual liability companies under general laws, and shall be subject to all the laws now or hereafter in force relating to such companies. [*Gen. Acts, 1916, c. 200, § 2.*]

647A. Issue of policies. — Every policy of workmen's compensation insurance issued or delivered in this commonwealth shall cover separately and for a separate consideration all the liabilities which are imposed upon an insurer by the provisions of Acts, 1911, c. 751, and amendments thereof, whatever other contingencies may be insured by riders attached thereto or endorsements made thereon. On the face of every such policy there shall be printed conspicuously the words: "Insurance under this Policy is in Class _____ of the company's Workmen's Compensation Classification Manual", and in the blank thus provided the number or other designation in said manual under which the said policy is written shall be placed before the policy is issued. [*Gen. Acts, 1915, c. 287, § 1.*]

647B. Copies of policies to be filed. — No such policy of insurance or rider to be used therewith shall be issued or delivered until a copy thereof has been filed with the insurance commissioner at least thirty days prior to such issue or delivery, unless before the expiration of the thirty days the said commissioner shall have approved the form of the policy in writing; nor if the insurance commissioner notifies the company in writing that in his opinion the form of said policy or rider does not comply with the laws of this commonwealth, specifying the reasons for his opinion: *provided*, that upon petition of the company the opinion of the insurance commissioner shall be subject to review by the supreme judicial court of this commonwealth. [*Gen. Acts, 1915, c. 287, § 2.*]

663. Certain provisions of law to apply. — Repealed by Sp. Acts, 1915, c. 314, § 2.

OTHER INSURANCE AGAINST INDUSTRIAL ACCIDENTS.

672A. Employers may form mutual companies to insure against certain industrial accidents.¹ — Ten or more persons who are residents of this commonwealth may form an insurance company on the mutual plan to insure any person, firm or corporation against loss or damage to property of the assured and loss or damage to the life, person or property of another, for which the assured is liable, caused by the explosion of steam boilers, tanks, or other receptacles under pressure, or their connections, or by the breakage or rupture of machinery or fly wheels; or against loss of use and occupancy caused thereby. The corporation shall be formed in the manner described in, and be subject to, the provisions of [R. L., c. 110], §§ 15 to 20, inc., except as is otherwise provided herein. Mutual companies doing business and organized, prior to March 1, 1915, to transact steam boiler insurance may have and exercise all the rights and powers conferred by this section upon companies which may be organized hereunder. [*Gen. Acts, 1915, c. 178, § 1.*]

672B. General insurance laws applicable. — A corporation formed as aforesaid shall be subject to all general laws now or hereafter in force applicable to domestic

¹ For an act extending the powers of mutual liability companies, see Gen. Acts, 1917, c. 191. While this act is general in scope, it has a direct bearing upon the protection of workmen who may be injured in the course of their employment.

insurance companies, and, except as is otherwise provided herein, to all general laws now or hereafter in force applicable to mutual fire insurance companies. [*Gen. Acts, 1915, c. 178, § 2.*]

672C. Certain restrictions upon issuing policies. — No policy shall be issued by a corporation formed as aforesaid until insurance has been applied for to the amount of one million dollars upon not less than one hundred separate risks, or until such corporation has made arrangements for its protection in the case of an excessive loss caused by any one disaster. Such protection may be afforded to a corporation formed as aforesaid, or to any existing mutual steam boiler insurance company, by any company authorized to write the same class of insurance in this commonwealth, or by an insurer not authorized to transact insurance business in Massachusetts in cases where re-insurance in authorized companies cannot be secured at reasonable rates; but, if re-insurance is obtained from an insurer not authorized to transact business in Massachusetts, any such arrangement shall be in writing and shall be subject to the approval of the insurance commissioner. [*Gen. Acts, 1915, c. 178, § 3.*]

672D. Mutual liability companies may insure against steam-boiler and fly-wheel explosions. — Mutual companies organized under the laws of this commonwealth and authorized to transact liability insurance may, with the approval of the insurance commissioner, also transact the business authorized by Acts, 1907, c. 576, § 32, cl. 4, and the amendments thereof.

No policy shall be issued by a corporation formed as aforesaid until boiler insurance has been applied for to the amount of one million dollars upon not less than one hundred separate boiler risks.

The provisions of Acts, 1907, c. 576, § 20, and of any amendments thereof, authorizing a mutual boiler insurance company to insure in a single risk an amount not exceeding one fourth of its net assets shall not apply to the mutual companies designated in section one of this act. [*Gen. Acts, 1916, c. 21, §§ 1, 2 and 3.*]

672E. Reinsurance covering steam-boiler and fly-wheel risks in certain companies allowed, when. — Insurance in companies not authorized to transact business in this commonwealth, but having the necessary charter rights, may be written to cover steam boiler and fly-wheel risks in this commonwealth under the terms and conditions now or hereafter imposed by law upon the writing of fire insurance on property in this commonwealth in such companies. [*Gen. Acts, 1917, c. 132, § 1.*]

675. Issuing of policies covering accidental bodily injury or disease. — Affected by Gen. Acts, 1915, c. 287. [See paragraph 647A.]

675A. Issuing of policies by mutual liability companies. — No policy shall be issued by a corporation formed as aforesaid until there has been secured by it

(1) Applications for insurance the premiums for which shall be not less than \$50,000, or

(2) Applications by not less than one hundred employers having not less than ten thousand employees, or

(3) Applications by not less than fifty employers having not less than five thousand employees, each of such employers having become obligated by the by-laws of the corporation for an amount not less than five times his cash premium, which may be called for as the necessities of the corporation to pay its losses and expenses may, in the judgment of its directors, require, or

(4) Applications by not less than fifty employers having not less than five thousand employees, accompanied by a bond for \$100,000 running to the commonwealth

made by a surety company authorized to transact business therein and conditioned to assume and discharge all the obligations of the statutes applicable thereto upon the failure of the said corporation to perform and discharge the same.

(5) Applications by not less than fifty employers having not less than 5,000 employees, accompanied by a fund of \$50,000 to be deposited with a trustee for the purpose of settling due and unpaid obligations of the corporation which fund, if drawn upon, shall be reimbursed by the employers in proportion to their several premiums; nor, whichever of the five options above stated has been selected, until such corporation has made arrangements for its protection from extraordinary losses caused by disaster. Such protection may be afforded to a corporation as aforesaid, or to any existing mutual liability insurance company or association, by a company not authorized to transact an insurance business in Massachusetts in cases where reinsurance in authorized companies cannot be secured at reasonable rates or for any other reason satisfactory to the insurance commissioner, but any such arrangement for reinsurance must first be approved in writing by the insurance commissioner; nor shall any such policy be issued until a list of the subscribers for such insurance, with such other information as the insurance commissioner may require, shall have been filed in his department, nor until the president and secretary of the company shall have certified under oath that every subscription for insurance in the list so filed is genuine and made with an agreement with every subscriber that he will take the insurance subscribed for by him within thirty days after the granting by the insurance commissioner of a license to issue policies. If the said officers shall take a false oath relative to the said certificate, they shall be guilty of perjury. Upon the filing of such applications with the insurance commissioner, he may make such investigation as he deems proper and, if his findings warrant it, he may grant a license to such company to issue policies.

No such corporation which has at any time upon its books less insurance than the minimum amount required for one of the above options which it has selected as a basis for beginning business, shall make any further insurance until it has secured applications for policies which will restore the original condition in respect to the number and amount of applications, said applications to be subject to the same provisions of this section as apply to the subscriptions for a new insurance company, nor shall it make any further insurance if the security required by paragraphs (4) and (5) of this section becomes impaired until such impairment is made good.

The liability of any policy holder to pay his proportional part of any assessments which may be laid by the company, in accordance with law and his contract, on account of losses and expenses incurred while he was a member, shall continue so long as there are outstanding any obligations incurred while he was such member. [*Acts, 1911, c. 251, § 3, as am. by Gen. Acts, 1915, c. 181.*]

679A. Prompt payments of benefits by certain foreign insurance companies secured. — Every foreign insurance company transacting the business of workmen's compensation insurance in this commonwealth shall within five days after its withdrawal from the transaction of business herein, or after the revocation of its license issued by the insurance commissioner or of his refusal to renew the same, deposit with a trustee to be named by the industrial accident board, an amount equal to twenty-five per cent of its obligations, incurred or to be incurred, under workmen's compensation policies issued to employers in this commonwealth, and within thirty days after such withdrawal, revocation of license or refusal to renew a license, such

company shall deposit with said trustee an amount equal to the remainder of such obligations, incurred or to be incurred, the amount of which obligations shall be determined by the industrial accident board. The amounts so deposited shall be available for the payment of the said obligations of the company to the same extent as if the company had continued to transact business in this commonwealth, and it shall be the duty of the trustee so receiving said deposits to pay such obligations of the retiring company at the times and in a manner satisfactory to the industrial accident board. [*Gen. Acts, 1915, c. 183, § 1.*]

679B. Bond to be furnished by such companies. — Every such foreign insurance company shall, within sixty days after the passage of this act, furnish a bond running to the commonwealth, with some surety company authorized to transact business in this commonwealth as surety, for such amount and in such form and with such surety as may be approved by the insurance commissioner, the bond being conditioned upon the making by said company of the deposits required by section one of this act. In place of the said bond the company may furnish other security, satisfactory to the insurance commissioner, that said deposits will so be made [*Gen. Acts, 1915, c. 183, § 2.*]

682A. Time for report of the recess committee on insurance rates extended. — [By the provisions of Res. 1917, c. 1 and Res. 1917, c. 6, the time for making its report by the special recess committee on insurance rates and accident prevention was extended, respectively, to February 1, 1917, and February 15, 1917.]

PUBLIC EMPLOYEES, COMPENSATION FOR INJURIES TO.

683A. Responsibility for the payment of compensation by the commonwealth, counties, cities, etc., fixed. — Every board, commission and department of the commonwealth employing laborers, workmen and mechanics, the Boston transit commission, and every county, city, town and district which has accepted the provisions of Acts, 1913, c. 807 shall, through its executive officer or board, designate a person to act as its agent in furnishing the benefits due under Acts, 1911, c. 751, and acts in amendment thereof and in addition thereto. Such agent shall be held responsible for the proper carrying out of this act under the direction and supervision of the industrial accident board until his agency is revoked and a new agent designated. The name and address of every such agent shall be filed with the industrial accident board immediately upon his designation; and each of the foregoing boards, commissions, departments, counties, cities, towns and districts shall designate such an agent within thirty days after this act takes effect.

This act shall not apply to counties, cities, towns and districts which are insured under the provisions of Acts, 1911, c. 751, and acts in amendment thereof.

This act shall take effect on June 1, 1915. [*Gen. Acts, 1915, c. 244, §§ 1, 2 and 3.*]

693. To whom workmen's compensation act shall not apply. — The provisions of Acts, 1911, c. 751, and acts in amendment thereof and in addition thereto shall not apply to any persons in *public employments* other than laborers, workmen and mechanics employed by counties, cities, towns, or districts having the power of taxation. [*Acts, 1913, c. 807, § 7, as am. by Gen. Acts, 1916, c. 307, § 1.*]

694. Compensation for injuries to laborers, workmen and mechanics employed by Boston transit commission. — Laborers, *workmen and mechanics* employed by the Boston transit commission shall be deemed to be in the service of

the city of Boston within the provisions of Acts, 1913, c. 807, and shall be entitled to the compensation provided for by that act. Such compensation shall be paid out of the proceeds of the rapid transit loans and shall be included in the net cost of the tunnel or subway in the construction of which such laborers, *workmen and mechanics* receive personal injuries arising out of and in the course of their employment. [Acts, 1914, c. 636, § 1, as am. by Sp. Acts, 1915, c. 270, § 1.]

7. PENSION AND RETIREMENT SYSTEMS.

EMPLOYEES OF THE COMMONWEALTH (GENERAL ACT).

696. Definitions of words and phrases. — [The following was added to section (f) defining "continuous service".] In the case of employees who before entering the service of the commonwealth had been regularly employed as teachers in public schools, as defined by paragraphs (4) and (5) of Acts, 1913, c. 832, § 1, all periods of such employment rendered prior to July 1, 1914, shall be counted as a part of the continuous service for the purposes of this act: *provided, however*, that this clause shall not apply to employees entering the service of the commonwealth after July 1, 1914, who are not members of the teachers' retirement association established by said chapter 832. [Acts, 1911, c. 532, § 1, as last am. by Acts, 1914, c. 568, and by Gen. Acts, 1915, c. 198, § 1.]

697. Organization of retirement association.¹ — Any person who has heretofore given notice in writing to the insurance commissioner that he did not wish to join the retirement association established by Acts, 1911, c. 532, in accordance with clause (1) of § 3 thereof, may become a member of the said association: *provided*, that he gives notice in writing to the insurance commissioner during the calendar year 1916 that he desires to become a member of the association. [Acts, 1913, c. 310, § 1, as am. by Gen. Acts, 1916, c. 164, § 1.]

700A. Investigation relative to determination of value of board, lodging, etc., as part compensation for services. — *Resolved*, That the board of retirement is hereby authorized and directed to make an investigation and to report to the next general court as to a basis for determining the value of board, lodging, and other considerations which are a part of the compensation of certain employees in the institutions of the commonwealth, with drafts of such legislation, if any, relating to the said subject, as the board may deem expedient. [Res. 1917, c. 106.]

701. Retirement funds.² — The funds of the retirement system shall be raised as follows: —

(1) *Expense and Contingent Fund.*

The general court shall appropriate annually such an amount as may be necessary to defray the whole expense of administration, according to estimates prepared by the treasurer.

¹ For an act relative to the transfer of certain teachers, employed in training schools maintained and controlled by the board of education, from the retirement association for employees of the commonwealth to that for public school teachers, see paragraph 707G.

² See *Handbook of Labor Laws*, pages 137 to 144.

(2) *Annuity and Pension Fund.*

A. Deposits by Members.— Each member shall deposit in this fund from his salary or wages, as often as the same are payable, not less than one per cent and not more than five per cent of the amount of his wages or salary, as determined by the board of retirement under the provisions of section four (5): *provided, however*, that employees who receive more than \$30 weekly in salary or wages shall not be assessed for contribution to this fund on the excess above that amount.

B. Contributions of the Commonwealth.— (a) Each month the commonwealth shall contribute such amount as the board of retirement may determine to be necessary to pay current pensions for subsequent service, under § 6 (2) C (a).

(b) Each year, in January, the commonwealth shall contribute an amount equal to the surplus arising from annuity deposits. In case there should be a deficiency arising from such annuity deposits, instead of a surplus, then the commonwealth shall make good the deficiency.

(c) Each month the commonwealth shall contribute such amount as the board of retirement may determine to be necessary to pay current pensions for prior service under § 6 (2) C (b).

(d) Each month the commonwealth shall contribute such amount as the board of retirement may determine to be necessary to ensure the minimum payments provided for in § 6, E.

Members of the teachers' retirement association, established by Acts, 1913, c. 832, who enter the service of the commonwealth shall have the full amount of their contributions, with interest thereon as determined by the teachers' retirement board, transferred by the treasurer of the commonwealth to the retirement fund established by Acts, 1911, c. 532, as amended, and these amounts shall thereby become a part of their deposits.

(3) *Provisions for Payments.*

All amounts payable by members of the association under paragraph (2) A of this section shall be deducted by the commonwealth from the amounts payable to them as salary or wages, as often as the same are payable, and shall immediately be credited to the retirement fund by the state treasurer. [*Acts, 1911, c. 532, § 5, as am. by Gen. Acts, 1915, c. 198, § 2.*]

702. Administering the funds.— The state treasurer shall administer the funds of the pension system in accordance with the following plan:—

.

(2) *Annuity and Pension Funds.*

A. Refunds.— (a) Should a member of the association cease to be an employee of the commonwealth for any cause other than death, or to enter the service of the public schools as defined by Acts, 1913, c. 832, § 1, ¶ 5, before becoming entitled to a pension, there shall be refunded to him all the money paid in by him under § 5, (2) A, with such interest as shall have been earned thereon. [*Acts, 1911, c. 532, § 6, as last am. by Acts, 1914, c. 582, and by Gen. Acts, 1915, c. 197, § 3.*]

EMPLOYEES IN THE PRISON SERVICE OF THE COMMONWEALTH.

707A. Retirement system for persons employed in the prison service of the Commonwealth. — The board of prison commissioners or its lawful successor, may, with the approval of the governor and council, retire from active service and place upon a pension roll any officer of the state prison, of the Massachusetts reformatory, of the prison camp and hospital, of the state farm, of the reformatory for women, or of any jail or house of correction, or any person employed to instruct the prisoners in any prison or reformatory, as provided in R. L., c. 225, § 44, or any other employee of the state prison, the Massachusetts reformatory or the prison camp and hospital who began employment as such officer or instructor or employee on or before June 7, 1911, who has attained the age of sixty-five years or over and who has been employed in prison service in Massachusetts, with a good record, for not less than twenty years; or who, without fault of his own, has become permanently disabled by injuries sustained in the performance of his duty; or who has performed faithful prison service for not less than thirty years: *provided, however*, that no officer of the state farm shall so be retired except upon the recommendation of the trustees of that institution; and *provided, further*, that no officer of any jail or house of correction shall so be retired except upon the recommendation of the sheriff and county commissioners of the county, except in the county of Suffolk, where the recommendation as to the officers of the jail shall be made by the sheriff and the mayor of the city of Boston, and, as to the officers of the house of correction, by the penal institutions commissioner and the mayor of the city of Boston, and *provided*, that no such officer, instructor or employee shall be retired unless he began employment as such officer, instructor or employee on or before June 7, 1911. [Acts, 1908, c. 601, as last am. by Gen. Acts, 1916, c. 273.]

VETERANS.

707B. Retirement act for veterans in the employ of the commonwealth amended. — A veteran of the civil war in the service of the commonwealth, if incapacitated for active duty, shall be retired from active service, with the consent of the governor, at one half the rate of compensation paid to him when in active service, to be paid out of the treasury of the commonwealth: *provided*, that no veteran shall be entitled to be retired under the provisions of this act unless he shall have been in the service of the commonwealth at least ten years. But if, in the opinion of the governor and council, any veteran of the civil war, *after five years*, in said service is incapacitated to such a degree as to render his retirement necessary for the good of the service, he may so be retired. A veteran retired under the provisions of this act, whose term of service was for a fixed number of years, shall be entitled to the benefits of the act without reappointment. [Acts, 1907, c. 458, § 1, as am. by Gen. Acts, 1915, c. 95.]

RETIREMENT SYSTEM FOR PUBLIC SCHOOL TEACHERS.¹

707C. Definitions of words and phrases. — The following words and phrases as used in this act, unless a different meaning is plainly required by the context, shall have the following meanings: —

¹ See Acts, 1913, c. 832.

(2) "Annuities" shall mean payments for life derived from contributions from teachers. "*Annuities-certain*" shall mean payments for a definite number of years only, derived from contributions from teachers, and the number of years during which the payments shall be made shall be determined by the retirement board. [Acts, 1913, c. 832, § 1, as am. by Gen. Acts, 1917, c. 233, § 1.]

(6) "Regular interest" shall mean interest at the rate determined by the retirement board and shall be substantially that which is actually earned, which shall be compounded annually on the last day of December of each year.

[Acts, 1913, c. 832, § 1, as am. by Gen. Acts, 1916, c. 257, § 1.]

707D. Creation of funds. — (4) Members of the retirement association, established by Acts 1911, c. 532, as amended, who enter the service of the public schools shall have the full amount of their contributions, together with such interest as shall have been earned thereon, transferred by the treasurer of the commonwealth to the annuity fund established by paragraph (2) of this section, and these amounts shall thereby become a part of their assessments. [Acts, 1913, c. 832, § 5, as am. by Gen. Acts, 1915, c. 197, § 1.]

707E. Payment of retirement allowances. — . . . (5) Any teacher who shall have become a member of the retirement association under the provisions of paragraph numbered (2) of § 3, and who shall have served fifteen years or more in the public schools of the commonwealth, not less than five of which shall immediately precede retirement, shall, on retiring as provided in paragraphs (1) and (2) of this section, be entitled to receive a retirement allowance as follows: — (a) such annuity and pension as may be due under the provisions of paragraphs numbered (3) and (4) of this section; (b) an additional pension to such an amount that the sum of this additional pension and the pension provided in paragraph (4) of this section shall equal the pension to which he would have been entitled under the provisions of this act if he had paid thirty assessments on his average yearly wage for the fifteen years preceding his retirement and at the rate in effect at the time of his retirement: *provided*, (1) that if his term of service in the commonwealth shall have been over thirty years the thirty assessments shall be reckoned as having begun at the time of his entering service and as drawing *three per cent interest compounded annually* until the time of retirement; and *further provided*, (2) that if the sum of such additional pension together with the annuity and pension provided for by paragraphs numbered (3) and (4) of this section is less than \$300 in any one year, an additional sum sufficient to make an annual retirement allowance of \$300 shall be paid from the pension fund. [Acts, 1913, c. 832, § 6, as am. by Gen. Acts, 1916, c. 257, § 2.]

(7) In determining the retiring allowance of a member of the teachers' retirement association who prior to June 1, 1912, had been regularly employed by the commonwealth, credit shall be given in the manner provided for by paragraph (5) of this section [of chap. 832], for all such periods of employment rendered prior to June 1, 1912: *provided, however*, that this paragraph shall not apply to any person becoming a member of the teachers' retirement association, after July 1, 1915, who, at the time of entering the service of the public schools, was not a member of the retirement asso-

ciation established by Acts, 1911, c. 532. [Acts, 1913, c. 832, § 6, as am. by Gen. Acts, 1915, c. 197, § 2.]

(8) Any member of the retirement association who has served twenty or more years in the public schools of the commonwealth and who, before attaining the age of sixty, by reason of physical or mental disability, becomes permanently incapable of rendering satisfactory service as a teacher, may, with the approval of the retirement board, be retired by the employing school committee: *provided*, that he has served in the public schools of the commonwealth for the five consecutive years immediately preceding the date of his retirement. Periods of leave of absence or sickness shall not be considered as breaking the continuity of the five consecutive years of service required by the provisions of this paragraph, but such periods of absence or sickness shall not be counted as service.

(9) Any member of the retirement association shall, upon retirement under the provisions of paragraph (8) of this section, and during the continuance of disability, be entitled to receive from the annuity fund, in quarterly payments, a sum computed in accordance with the provisions of paragraph (3) of this section: *provided*, that upon the approval of the retirement board, an annuity-certain based upon the tables of the board may be substituted for either of the plans provided for in said paragraph, and in case of the death of the annuitant before all the instalments-certain have been paid, the value at that time of the unpaid instalments, as determined on the basis of the tables adopted by the retirement board, shall be paid to the legal representatives of the deceased member's estate; and *further provided*, that if no executor or administrator of the estate of such deceased member is appointed within three months after his death, all sums due under this paragraph, not exceeding \$100 in any one case, may be paid to such person or persons as appear in the judgment of the retirement board to be entitled to the proceeds of the estate, and such payment shall be a bar to recovery by any other person.

(10) Any member of the retirement association receiving a payment as provided in paragraph (9) of this section, shall, if not rendered ineligible therefor by the provisions of § 12 of this act, be entitled to receive from the pension fund for each year of service a pension equal to one thirtieth of the pension which would have been due him under the provisions of this act if he had retired at the age of sixty, having paid thirty annual assessments to the annuity fund, and received an annuity computed in accordance with the provisions of paragraph (3), option (a) of this section: *provided*, *however*, that the minimum annual amount to be paid from the pension fund shall be such that a member shall receive from this fund, for each year of his service, one thirtieth of \$250; and *further provided*, that the total retiring allowance shall in no case be greater than the amount which the said member would receive if he were to continue in service until the age of sixty, contributing annual assessments based on the average salary received during the five years of service immediately preceding retirement, at the rate of assessment in effect at the time of retirement.

(11) If a member is granted an annuity-certain by the retirement board, his total retiring allowance shall not be limited to the total retiring allowance which he would have received at the age of sixty, as provided in paragraph (10) of this section, but the amount to be paid from the pension fund shall be the amount which would have been paid from that fund if an annuity-certain had not been granted.

(12) In computing the amount to be paid from the pension fund under the provisions of paragraph (10) of this section, the assumed assessments necessary to complete

the thirty annual assessments shall be based on the average salary received during the five years of service immediately preceding retirement, and shall be at the rate of assessment in effect at the time of retirement. Interest on the amount to the member's credit at the time of retirement and on the assumed assessments shall be figured at the rate of three per cent.

(13) No member of the retirement association shall be retired under the provisions of paragraph (8) of this section until the fact of his disability has been certified to under oath by an examining physician selected by the employing school committee and approved by the retirement board, and until any further evidence of his disability which the retirement board may require shall have been furnished.

(14) At intervals of not less than one year, any member of the retirement association receiving a retiring allowance under the provisions of this section, who has not attained the age of sixty, shall, if so requested by the retirement board, be re-examined by a physician selected by the retirement board. If the retirement board finds that disability which prevents satisfactory service as a teacher no longer exists, the retiring allowance shall cease. Refusal to submit to re-examination shall be cause for discontinuing the retiring allowance.

(15) If a teacher ceases to receive a retiring allowance under the provisions of paragraph (14) of this section, the amount to his credit at that time in the annuity fund shall be determined on the basis of tables adopted by the retirement board, and the said amount shall be considered for the purposes of this act to constitute the sum of his assessments, with the regular interest allowed thereon, to the time when his retiring allowance ceased.

(16) Any member of the retirement association who shall cease to receive a retiring allowance under the provisions of paragraph (14) of this section, who does not re-enter the service of the public schools, and who does not withdraw the amount to his credit in the annuity fund, may, upon attaining the age of sixty, receive a retiring allowance computed in accordance with the provisions of paragraphs (3) and (4) of this section, or may, before attaining the age of sixty, under conditions to be determined by the retirement board, upon request and after an interval of one year, be entitled to further re-examination by a physician selected by the retirement board, and if disability contracted during service as a public school teacher is found to exist, shall again be entitled to receive a retiring allowance under the provisions of paragraphs (9) and (10) of this section.

This act shall take effect on July 1, 1917. [*Acts, 1913, c. 832, § 6, as am. by Acts, 1915, c. 197, § 2 and by Gen. Acts, 1917, c. 233, §§ 2, 3.*]

707F. Withdrawal and reinstatement. — (1) Any member of the retirement association withdrawing from service in the public schools, *except for the purpose of entering the service of the commonwealth*, before becoming eligible to retirement shall be entitled to receive from the annuity fund all amounts contributed as assessments, together with regular interest thereon, in the manner hereinafter provided. [*Acts, 1913, c. 832, § 7, as am. by Gen. Acts, 1915, c. 198, § 3.*]

(2) If such withdrawal shall take place before *six* annual assessments have been paid, the total amount to which such member is entitled as determined by the retirement board under the provisions of this act *may be paid to him in one sum*. [*Acts, 1913, c. 832, § 7, as am. by Gen. Acts, 1916, c. 60, § 1.*]

(3) If such withdrawal shall take place after *six* annual assessments have been paid the amount so refunded shall be in the form of such annuity for life based on the contributions of such member, together with regular interest thereon, as may be deter-

mined by the retirement board according to its annuity tables, or in four annual instalments, as such member may elect. [Acts, 1913, c. 832, § 7, as am. by Gen. Acts, 1916, c. 60, § 2.]

(6) If a member of the retirement association shall die before retirement, the full amount of his contributions to the annuity fund with regular interest to the day of his death shall be paid to his legal representatives; if, however, there is no executor or administrator of the estate of such deceased member, all sums due under this paragraph, not exceeding \$100 in any one case, may be paid to such person or persons as appear in the judgment of the retirement board to be entitled to the proceeds of the estate, and such payment shall be a bar to recovery by any other person. [Acts, 1913, c. 832, § 7, as am. by Gen. Acts, 1916, c. 233, § 1.]

707G. Retirement of teachers and other employees in training schools maintained under the direction of the board of education. — (a) *Teachers employed in certain training schools to be members of the teachers' retirement association.* — All persons employed as teachers in training schools maintained and controlled by the board of education shall be considered as public school teachers for the purposes of Acts, 1913, c. 832, and acts in amendment thereof and in addition thereto, and such a teacher upon becoming a member of the Teachers' Retirement Association shall thereafter pay to the Teachers' Annuity Fund assessments based upon his total salary including the part paid by the commonwealth: *provided*, that the total assessments shall not exceed \$100 in any one year. Such assessments shall be deducted in accordance with rules and regulations prescribed by the teachers' retirement board. Nothing herein contained shall apply to teachers regularly employed in the normal schools who devote some time to training school work, and are therefore subject to the provisions of Acts, 1911, c. 532, and acts in amendment thereof and in addition thereto. [Gen. Acts, 1916, c. 54, § 1.]

(b) *Such persons' previous contributions to the retirement fund for employees of the commonwealth to be transferred.* — Teachers now members of the association established by Acts, 1911, c. 532, and acts in amendment thereof and in addition thereto, who, under the provisions of this act, become members of the retirement association established by Acts, 1913, c. 832, and acts in amendment thereof and in addition thereto, shall have the full amount of their contributions, together with such interest as shall have been earned thereon, transferred in the manner prescribed by Gen. Acts, 1915, c. 197. [Gen. Acts, 1916, c. 54, § 2.]

(c) *Other employees of certain training schools to be members of the teachers' retirement association.* — All other persons employed in the training schools maintained and controlled by the board of education in buildings owned by the commonwealth shall be considered employees of the commonwealth for the purposes of Acts, 1911, c. 532, and acts in amendment thereof and in addition thereto. All other persons employed in the training schools maintained and controlled by the board of education in buildings not owned by the commonwealth shall not be considered employees of the commonwealth for the purposes of said act. [Gen. Acts, 1916, c. 54, § 3.]

(d) *When to take effect.* — This act shall take effect on July 1, 1916. [Gen. Acts, 1916, c. 54, § 4.]

707H. Investigation of the subject of a disability retirement allowance for public school teachers. — *Resolved*, That the teachers' retirement board is

hereby directed to investigate the subject of providing for the retirement of public school teachers in cases of permanent disability. The board is authorized to expend for this purpose a sum not exceeding \$100, and is directed to report the results of its investigation to the next general court, with such recommendations as it may deem expedient, not later than the fifteenth day of January. [*Res.*, 1916, c. 152.]

BOSTON TEACHERS' PENSIONS.

707I. Appropriation for pensions. — In addition to the amount which the school committee is now authorized by law to appropriate for the support of the public schools of the city, and for other purposes, it shall annually appropriate for the purpose of paying pensions at the rates already established by Acts, 1908, c. 589, § 7, as amended by Acts, 1910, c. 617, § 3, and in the same manner in which it makes appropriations for other school purposes, the sum of seven cents upon each \$1,000 of the valuation on which the appropriations of the city council of the city are based, and shall from time to time pay to the treasurer of the permanent pension fund such portions of the proceeds of said seven cents upon each \$1,000 of the valuation aforesaid as, in the opinion of the school committee, will not be needed for the purpose of paying pensions to teachers during that year. Accrued interest not expended during any year shall be available for the payment of pensions during any subsequent year. [*Acts*, 1908, c. 589, § 4, as last am. by *Sp. Acts*, 1915, c. 304, § 1.]

The total amount of pensions payable hereunder in any one year shall not exceed the proceeds of the said seven cents upon each \$1,000 of the valuation aforesaid, together with the accrued interest of the permanent fund. In case the amount available in any one year under this act is not sufficient to pay the pensions that have been granted, the amount so available shall be divided pro rata among those to whom pensions have been or may be granted on the basis of the amount of the pension each is then receiving: *provided*, that in no case, nor in any year, shall the pension of any person retired after thirty years of service be less than \$312. [*Acts*, 1908, c. 589, § 6, as last am. by *Sp. Acts*, 1915, c. 304, § 1.]

For the purposes of this act the limit of the amount of taxes on property in the city of Boston is increased two cents on each \$1,000 of the valuation upon which the appropriations by the city council of the city are based. [*Sp. Acts*, 1915, c. 304, § 2.]

707J. Pension and annuity funds to be exempt from taxation. — The pension and annuity funds provided for the public school teachers in the city of Boston by Acts, 1900, c. 237, and by Acts, 1908, c. 589, and all acts in amendment thereof, so far as the same are invested in personal property, and the pensions or annuities paid from said funds to the beneficiaries thereunder shall be exempt from taxation. The provisions of Gen. Acts, 1916, c. 269 shall not apply to the pension and annuity funds aforesaid, nor to the pensions or annuities paid therefrom. [*Sp. Acts*, 1917, c. 327, § 1.]

COUNTIES.¹

714. Employees who may be retired. — . . . (b) Pensions based upon prior service. Any member of the association who reaches the age of sixty years, having been in the continuous service of the county for fifteen years or more immediately preceding, and then or thereafter retires or is retired, and any member who com-

¹ For complete text of the act authorizing the counties of the commonwealth to establish retirement systems for their employees, see Acts, 1911, c. 634, and amendments thereto.

pletes thirty-five years of continuous service and then or thereafter retires or is retired, shall receive in addition to the annuity and pension provided for by paragraphs (2) *B* and *C* (a) of this section [§ 6] an extra pension for life as large as the amount of the annuity and pension to which he might have acquired a claim if the retirement system had been in operation at the time when he entered the service of the county, and if accordingly he had paid regular contributions from that date to the date of the establishment of the retirement association at the same rate as that first adopted by the board of retirement, and if such deductions had been accumulated with regular interest. [Acts, 1911, c. 634, § 6, as am. by Acts, 1913, c. 817, § 3, and by Gen. Acts, 1915, c. 234, § 2.]

714A. "Continuous service" defined. (f) The words "continuous service" mean uninterrupted employment, with these exceptions: a lay-off on account of illness or reduction of force; and a leave of absence, suspension or dismissal followed by reinstatement within one year.

In the case of employees of the county who are now paid wholly by it, but who at any prior period were employees of the county within the meaning of paragraph (c) of this section and did not receive the whole or any part of their compensation from said county, and in the case of employees of any department or institution formerly administered by the commonwealth, or formerly administered in part by the commonwealth and in part by the county and later taken over by the county, service rendered prior to such transfer shall be counted as a part of the continuous service for the purposes of this act. [Acts, 1911, c. 634, § 1, paragraph (f), as am. by Acts, 1913, c. 817, § 1, and by Gen. Acts, 1915, c. 234, § 1.]

718. Certain pensioners not to be paid for future services. — No person who now or hereafter receives a pension or an annuity from any city or town or any county, excepting teachers who are now receiving annuities not exceeding the sum of \$180 per annum, shall be paid for any service, except service as a juror, rendered by him to said city, town or county after the date of the first payment of such pension or annuity. [Acts, 1913, c. 657, § 1, as am. by Gen. Acts, 1916, c. 88.]

719A. Retirement and pensioning of probation officers. — Any probation officer of any court who shall be eligible to a pension for twenty years' service under the provisions of section one of Acts, 1912, c. 723, shall hereafter be retired upon attaining the age of seventy years. [Gen. Acts, 1916, c. 225, § 1.]

CITIES AND TOWNS.¹

727. Pensioning laborers in cities and towns. — Any laborer in the employ of a city² or town which accepts this act, who has reached the age of sixty years and has been in such employ for a period of not less than twenty-five years and has become physically or mentally incapacitated for labor, and any laborer in the employ of such city or town who has been in such employ for a period of not less than fifteen years and has become physically or mentally incapacitated for labor by reason of any injury received in the performance of his duties for such city or town may, at his request, and in cities, with the approval of the mayor, or in towns, with the approval of the selectmen, be retired from service, and if so retired he shall receive from the city or town for the remainder of his life, an annual pension equal to one

¹ For complete text of the act authorizing cities or towns to establish a retirement system for their employees, see Acts, 1910, c. 619, and amendments thereto.

² Except the city of Boston (see Acts, 1912, c. 503, § 4).

half of the average annual compensation paid to him as a laborer during the two years next prior to his retirement. Any laborer in the employ of such a city or town who has reached the age of sixty-five years and has been in such employ for a period of not less than twenty-five years *including the time when incapacitated by reason of sickness, not exceeding two years in the aggregate, which is certified by a physician in regular standing*, shall be retired from service and shall receive from the city or town an annual pension computed in the manner hereinbefore set forth. [Acts, 1912, c. 503, § 1, as am. by Gen. Acts, 1915, c. 47.]

733. Retirement fund for laborers employed by the city of Boston. —

Any laborer employed by the city of Boston who has reached the age of sixty years and who has been in the service of the city for a period of not less than twenty-five years, and who is physically incapacitated, shall, at his request and with the approval of the retirement board above provided for, be retired from service, and shall receive for the remainder of his life an annual pension equal to one half of the compensation to which he would have been entitled for full employment during the last year of his service for the city; but in no case shall such pension exceed in amount the sum of \$360 per year. It shall be the duty of the said board so to retire any laborer in the service of the city who has reached the age of seventy years and has served the city for a period of not less than twenty-five years: *provided, however*, that said retirement board may, upon the request of the mayor and city council, retire any laborer employed by said city *who has been in the service of the city continuously for a period of not less than fifteen years* and who, owing to injury, physical incompetency, old age or infirmity, may be incapacitated from further performance or discharge of his duty or labor. [Acts, 1911, c. 413, § 2, as last am. by Acts, 1914, c. 765, § 1, and by Sp. Acts, 1915, c. 63, § 1.]

736A. Retirement of school janitors and attendance officers in Boston. —

(a) *Eligibility for, and amount of, pension.* — The school committee of the city of Boston may retire, with an annual pension, any janitor or attendance officer in the service of the schools who has reached the age of sixty years, after completing a period of not less than twenty-five years in the said service, and who has become physically incapacitated. Such pension shall be equal to one half the compensation to which the pensioner would have been entitled for full employment during the last year of his service, but in no case shall it exceed \$360 a year, *and in case of a janitor the rate of pension shall be based upon his net compensation as determined by the school committee.* [Sp. Acts, 1916, c. 257, § 1, as am. by Sp. Acts, 1917, c. 146.]

(b) *Appropriation provided for.* — The school committee of the city of Boston may annually allot from its appropriation for the support of the public schools the amount necessary to provide the pensions authorized by § 1 of this act. [Sp. Acts, 1916, c. 257, § 2.]

736B. Amount of compensation for certain retired call members of fire departments regulated. — All call members of fire departments of cities except Boston who were retired for disability previous to May 23, 1913, shall receive the same compensation provided for call members of fire departments placed on the retired list under the provisions of Acts, 1913, c. 697. [Gen. Acts, 1916, c. 218, § 1.]

(a) *To take effect only after acceptance.* — This act shall take full effect in any city upon its acceptance by the city council with the approval of the mayor. [Gen. Acts, 1916, c. 218, § 2.]

736C. Pension act for permanent members of the fire department of Haverhill. — (a) *Employees who may be retired.* — The municipal council of the city of Haverhill may retire from active service and place upon the pension roll any permanent member of the fire department of the said city whom the city physician certifies in writing to be permanently disabled, mentally or physically, from further performing duty as such member, by reason of injuries sustained or illness incurred through no fault of his in the actual performance of his duty; or any permanent member of said department who has performed faithful service therein for not less than twenty-five years or has attained the age of sixty years, if in the judgment of the municipal council such member is disabled for actual service in the department: *provided, however, that any permanent member of said department who has performed faithful service therein for the term of twenty-five years and has attained the age of sixty years shall be retired on his own request.* [*Sp. Acts, 1916, c. 268, § 1.*]

(b) *Amount of pension.* — A permanent member of said fire department retired under the provisions of this act shall receive an annual pension, payable monthly, equal to one half of the stated annual salary or other compensation payable to him during the last year of his service. [*Sp. Acts, 1916, c. 268, § 2.*]

(c) *Act to be submitted to voters.* — This act shall take full effect upon its acceptance by a majority of the voters of the city of Haverhill present and voting thereon at the next state election. The act shall be submitted in the form of the following question to be placed upon the official ballot: — “Shall an act passed by the general court in the year 1916, entitled ‘An Act relative to pensioning permanent members of the fire department of the city of Haverhill’ be accepted?” [*Sp. Acts, 1916, c. 268, § 3.*]

736D. Retirement of members of police departments not within the scope of the law relating to removals in the civil service. — The provisions of Acts, 1911, c. 624, shall not apply to the retirement on a pension of members of police departments in cities who are seventy years of age or more. [*Gen. Acts, 1916, c. 113, § 1.*]

736E. Retirement of members of the fire department of Newton. — The board of aldermen of the city of Newton, with the approval of the mayor, may retire from active service and place upon the pension roll any permanent or call or substitute call member of the fire department of that city who by injury sustained through no fault of his and in the actual performance of his duty has become permanently disabled, mentally or physically, from further useful service as a fireman in the department, and any permanent member of said department who has performed faithful service in that department for a period of not less than twenty years as a permanent fireman who is incapacitated for further service in the department as a fireman: *provided, however, that no member of said department shall be retired for permanent disability except upon the certificate of the city physician, which certificate shall be filed with the records of the city clerk.*

Any permanent member of the fire department who has reached the age of sixty-five years, and who has performed faithful service in the department for a period of not less than twenty years, shall be retired from active service and placed on the pension roll.

Any call or substitute call member of the fire department upon reaching the age of sixty-five years shall be retired without pension.

The chief of the fire department upon reaching the age of sixty-five years may, at his request, and by vote of the board of aldermen, approved by the mayor, be continued in office from year to year.

Every person retired under the provisions of sections one and two of this act shall receive from the city an annual pension or compensation equal to one half the rate of the compensation paid to him when in active service. Payments shall be made in the same manner and at the same time as payments of salary or other compensation to firemen in active service.

No person shall receive any payment under this act who shall claim compensation under the provisions of Acts, 1913, c. 807, or amendments thereof.

The chief of the fire department is hereby authorized, in case of emergency, to call upon any person pensioned under this act for such temporary service, as a fireman in the department, as he may be able to perform, and during such service he shall be entitled to full pay.

So much of any act as is inconsistent herewith shall not apply to the provisions of this act.

This act shall take effect upon its acceptance by the board of aldermen of the city of Newton. [*Sp. Acts, 1917, c. 138, §§ 1-9.*]

736F. Retirement of members of the police department of Newton. — The board of aldermen of the city of Newton, with the approval of the mayor, may retire from active service and place upon the pension roll any member of the police department of that city who by injury sustained through no fault of his and in the actual performance of his duty has become permanently disabled, mentally or physically, from further useful service as a policeman in the department, and also any member of said department who has performed faithful service in that department for a period of not less than twenty years who is incapacitated for further service as a policeman in the department: *provided, however*, that no member of said department shall be retired for permanent disability except upon the certificate of the city physician, which certificate shall be filed with the records of the city clerk.

Any member of the police department who has reached the age of sixty-five years, and who has performed faithful service in the department for a period of not less than twenty years, shall be retired from active service and placed on the pension roll.

The chief of the police department upon reaching the age of sixty-five years may, at his request, and by vote of the board of aldermen, approved by the mayor, be continued in office from year to year.

Every person retired under the provisions of this act shall receive, from the city, an annual pension or compensation equal to one half the rate of compensation paid to him when in active service. Payments shall be made in the same manner and at the same time as payments of salary or other compensation to policemen in active service.

No person shall receive any payment under this act who shall claim compensation under the provisions of Acts 1913, c. 807, or any amendment thereof.

The chief of the police department is hereby authorized, in case of emergency, to call upon any person pensioned under this act for such temporary service in the department as he may be able to perform, and during such service he shall be entitled to full pay.

So much of any act as is inconsistent herewith shall not apply to the provisions of this act.

This act shall take effect upon its acceptance by the board of aldermen of the city of Newton. [*Sp. Acts, 1917, c. 139, § 1-3.*]

736G. Pensions for matrons of the house of detention in Boston. — Any matron of the house of detention in the city of Boston who has served for twenty years or longer, or who is injured in the performance of her duties, and is certified by a physician selected by the police commissioner of the city of Boston to be permanently incapacitated, either mentally or physically, for further service, may be retired at her own request by the police commissioner, with the approval of the mayor, and shall be entitled to an annual pension to be paid by the city of Boston, equal to one half the amount of compensation received by her at the time of retirement.

This act shall take effect upon its acceptance by the city council of Boston, with the approval of the mayor. [*Sp. Acts, 1917, c. 214, §§ 1-2.*]

736H. Income from annuities paid to members of a police or fire department to be exempt from taxation. — Income from an annuity paid by a city or town on account of service in a police or fire department shall be exempt from taxation.

This act shall take effect as of April 1, 1917. [*Gen. Acts, 1917, c. 270, §§ 1, 2.*]

736I. Annual payment to the Massachusetts State Firemen's Association increased. — There shall be paid annually, on or before the first day of July, to the treasurer of the Massachusetts State Firemen's Association, the sum of \$18,000, to be used by the association for the relief of firemen in accordance with the provisions of R. L., c. 32, § 73, as amended by Acts, 1903, c. 253, and by Acts, 1911, c. 90.

The treasurer of said association shall give a bond in the sum of sixteen thousand five hundred dollars, with sureties approved by the treasurer and receiver general, for the faithful performance of his duties.

Acts, 1906, c. 171, § 1, is hereby repealed. [*Sp. Acts, 1917, c. 121, §§ 1-3.*]

MISCELLANEOUS PROVISIONS.

744A. Commission on Economy and Efficiency¹ to make an investigation relative to pensions for the needy blind. — *Resolved*, That the commission on economy and efficiency be directed to make an investigation relative to the advisability of providing pensions for the needy blind, either as indicated by Senate Document No. 230 of the current year, or by such other method as may be deemed desirable, and to report thereon, with any recommendations which the commission may deem expedient, not later than the second Wednesday in January in the year 1917. [*Res., 1916, c. 139.*]

744B. Pledge, mortgage, sale, assignment or transfer of pensions prohibited. — Any pledge, mortgage, sale, assignment, or transfer hereafter made of any right, claim, or interest in any pension which has been, or may hereafter be granted by the commonwealth or by any county, city or town, shall be void and of no effect, and any person who shall be a party to such pledge, mortgage, sale, assignment or transfer of any right, claim, or interest in any pension, or pension certificate, which has been, or may hereafter be granted or issued by the commonwealth or by any county, city or town, or who shall hold the same as collateral security for any debt or promise, or upon any pretext of such security or promise, shall be guilty of a mis-

¹ Succeeded by the Supervisor of Administration.

demeanor, and upon conviction thereof shall be punished by a fine not exceeding one hundred dollars. [*Gen. Acts, 1916, c. 75.*]

744C. Metropolitan Park Commission may retire certain police officers.¹ —

(a) *Conditions under which pensions may be granted.* — The metropolitan park commission may, at the request of any such call officer, if in the judgment of said commission he is disabled for useful service as such call officer, retire him from active service and place him upon the pension roll; providing a physician selected by the commission certifies in writing that such officer is permanently disabled, either mentally or physically, and that by reason of injuries sustained through no fault of his in the actual performance of his duty as a call officer he is unable further to perform his duty as such officer; and every member so retired shall annually receive a pension equivalent to one half of what his annual compensation for continuous service throughout the year would have been at the rate of pay he received from said commission at the time when he received the injury. [*Gen. Acts, 1916, c. 56, § 3.*]

(b) *Certain other provisions not to apply to officers retired under this act.* — The provisions of R. L., c. 19, § 23, and of Acts, 1904, c. 314, shall not apply to the retirement of a police officer employed under this act. [*Gen. Acts, 1916, c. 56, § 4.*]

(c) *Annuities to widows of certain officers.* — If any officer employed under this act shall die from injuries received while in the discharge of his duty as an employee of the said commission, and shall leave a widow or, if no widow, any child or children under the age of sixteen years, a sum not exceeding \$600 may be paid as an annuity to the widow so long as she remains unmarried, or for the benefit of the child or children so long as he or any one of them continue under the age of sixteen years, and the metropolitan park commission may, from time to time, determine the amount of such annuity within the limits aforesaid. [*Gen. Acts, 1916, c. 56, § 5.*]

(d) *Pensions or annuities to be paid out of certain appropriations.* — Pensions and annuities granted under this act and any expenses connected therewith shall be paid out of the appropriations for the Metropolitan Parks Maintenance Fund: *provided, however,* that such pensions, annuities and expenses shall not be paid out of any general appropriations made for the maintenance of land, reservations or parkways under the care and control of said commission, but shall be provided for by specific appropriations for the purpose. [*Gen. Acts, 1916, c. 56, § 6.*]

8. SAVINGS BANK INSURANCE.

756. Amount of policy limited. — No savings and insurance bank shall write any policy binding it to pay more than *one thousand* dollars, exclusive of dividends or profits, upon the death of any one person, nor any annuity contract binding it to pay in any one year more than \$200, exclusive of dividends or profits. [*Acts, 1907, c. 561, § 10, as am. by Gen. Acts, 1915, c. 32.*]

783A. Expenditure for giving publicity to the advantages of savings bank insurance. — The sum of \$2,500 may be allowed and paid out of the treasury of the commonwealth from the ordinary revenue, to be expended under the direction of the trustees of the General Insurance Guaranty Fund, for the purpose of making known to those in need of industrial insurance the advantages offered by the life insurance departments of savings banks; the said sum to be in addition to any sums

¹ Provision was made in §§ 1 and 2 of this act (*Gen. Acts, 1916, c. 561*) for the appointment of call officers for temporary police duty.

appropriated for salaries, office rent, and other necessary expenses during the current year. [*Gen. Acts, 1915, c. 168.*]

783B. Certain employees to be exempt from medical examination for life insurance. — No life insurance company organized under the laws of or doing business in this commonwealth shall enter into any contract of insurance upon lives within this commonwealth without having previously made or caused to be made a prescribed medical examination of the insured by a registered medical practitioner; *except that an inspection by a competent person of a group of employees whose lives are to be insured and their environment may be substituted for such medical examination in cases where the insurance is granted under a single policy issued to a given person, firm or corporation, covering simultaneously a group of not less than one hundred lives all in the employ of such person, firm or corporation.* [*Acts, 1907, c. 576, § 71, ¶ 1, as am. by Gen. Acts, 1916, c. 12.*]

9. CO-OPERATIVE ASSOCIATIONS.¹

CO-OPERATIVE SOCIETIES.

786. Capital stock. — The capital stock of such a co-operative corporation shall not be less than \$100, nor more than \$100,000. No stockholder shall own shares of a greater par value than one tenth of the total par value of the capital stock, nor shall any member be entitled to more than one vote on any subject arising in the management of the corporation. [*Acts, 1913, c. 447, § 3, as am. by Gen. Acts, 1915, c. 118, § 1.*]

789. Distribution of earnings. — 1. From the balance of the net earnings of the corporation the directors may appropriate a sum not exceeding five per cent of the annual net earnings to be used in teaching co-operation.

2. The directors shall distribute the remainder of such earnings or any part thereof by a uniform dividend upon the amount of purchases or sales of shareholders, *through the corporation*, and, *if the directors so vote*, upon the amount of wages which have been earned and paid to employees except that in the case of a purchaser who is not a shareholder, but who *desired* to become a shareholder, a dividend of one half the uniform dividend may be declared upon such non-shareholders' purchases or sales and credited to him on account of the purchase of stock for which he may subscribe. *In productive corporations, including creameries, canneries, storages, factories and the like, dividends shall be calculated on raw material delivered to the corporation instead of on goods purchased. If the corporation be both a purchasing and a selling, or a productive concern, the dividends may be on both raw material and on goods purchased.* The profits or net earnings of such corporation shall be distributed to those entitled thereto at such times as the by-laws prescribe, which shall be as often as in twelve months. [*Acts, 1913, c. 447, § 6, as am. by Gen. Acts, 1915, c. 118, § 3.*]

790A. Use of the word "co-operative" restricted. — No person, partnership, association or corporation, organized or doing business for profit, except corporations formed under the provisions of this act, or co-operative banks organized under R. L., c. 114, shall hereafter transact business under any name or title, which contains the word "co-operative". The provisions of Acts, 1908, c. 590, § 17, shall apply to violations of this section, and as prescribed therein, proceedings shall be brought against any person, partnership, association or corporation which violates the provisions of this section. Any person, partnership, association or corporation

¹For the statutes governing co-operative banks see compilation issued by the bank commissioner.

not organized under the provisions of this act, transacting business under a name or title which contains the word "co-operative", shall alter the said name or title to comply with the provisions of this act within ninety days after its passage. . . . [Acts, 1913, c. 447, as am. by Gen. Acts, 1915, c. 118, § 2.]

790B. Fees for filing articles of incorporation. — . . . The fee for filing and recording the articles of organization required by Acts, 1913, c. 447, including the issuing by the secretary of the commonwealth of the certificate of incorporation, shall be one twentieth of one per cent of the total amount of the authorized capital stock as fixed by the articles of organization, but not in any case less than \$5. [Acts, 1913, c. 447, as am. by Gen. Acts, 1915, c. 118, § 2.]

CREDIT UNIONS.¹

792. Defining term "credit union." — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — A corporation organized under this act shall include in the corporate name the two words "credit union," to which may be added the word "bank." Other distinguishing words may be used. The words "credit union," whenever hereinafter used, shall apply to a corporation heretofore organized under the provisions of Acts, 1909, c. 419, or hereafter organized under the provisions of this act. [Gen. Acts, 1915, c. 268, § 1.]

793. Credit unions may loan savings of its members. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — A credit union may receive the savings of its members in payment for shares or on deposit; may lend to its members at reasonable rates, or invest, as hereinafter provided, the funds so accumulated; and may undertake such other activities relating to the purpose of the association, as its by-laws may authorize, *any provisions in R. L., c. 114, § 1, notwithstanding.* [Gen. Acts, 1915, c. 268, § 5.]

794. Organization of credit unions. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — Seven or more persons, resident in this commonwealth, who have associated themselves by an agreement in writing with the intention of forming a corporation for the purpose of accumulating and investing the savings of its members and making loans to members for provident purposes, may with the consent of the board of bank incorporation, become a corporation upon complying with all of the provisions of section three [see paragraph 796] of this act. The board of bank incorporation is hereby authorized to grant such consent when it is satisfied that the proposed field of operation is favorable to the success of such corporation, and that the standing of the proposed incorporators is such as to give assurance that its affairs will be administered in accordance with the spirit of this act. [Gen. Acts, 1915, c. 268, § 2.]

795. Use of words "credit" and "union" restricted. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — No person, partnership or association, and no corporation, except such as have heretofore been incorporated under the provisions of Acts, 1909, c. 419, and such as shall hereafter be incorporated under the provisions of this act, shall hereafter transact business under any name or title which contains the two words "credit union." *The proceedings authorized and the penalties imposed under the provisions of Acts, 1908, c. 590, § 17, and all acts in amendment thereof or in addition thereto, so far as applicable, shall apply in all cases of violation of the provisions of this section.* [Gen. Acts, 1915, c. 268, § 4.]

¹ For an act incorporating the Massachusetts Credit Association, see Special Acts, 1917, c. 281.

796. Subject to supervision of bank commissioner. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — Credit unions shall be organized under the provisions, so far as applicable, of Acts, 1904, c. 374, §§ 2 to 6 inclusive, as amended by Acts, 1906, c. 204, § 4, and any other amendments thereof, except that the fee for filing and recording the articles of organization, including the issuing by the secretary of the commonwealth of the certificate of incorporation, shall be \$5.

The provisions relating to supervision by the bank commissioner, so far as applicable, of Acts, 1908, c. 590, and any amendments thereof shall apply to credit unions incorporated under this act. [*Gen. Acts, 1915, c. 268, § 3.*]

797. Content of by-laws. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — The by-laws shall prescribe the name of the corporation, the purposes for which it is formed, the conditions of residence or occupation which qualify persons for membership, the par value of the shares of capital stock *and the maximum number of shares which may be held by any one member*, the conditions on which shares may be paid in, transferred and withdrawn, the conditions on which deposits may be received, and withdrawn, the method of receipting for money paid on account of shares or deposited, the number of directors and number of members of the credit committee, the duties of the several officers, the fines, if any, which shall be charged for failure to meet obligations to the corporation punctually, the date of the annual meeting of members, the manner in which members shall be notified of meetings, the number of members which shall constitute a quorum at meetings, and such other regulations as may seem necessary. [*Gen. Acts, 1915, c. 268, § 6.*]

798. By-laws to be approved by bank commissioner. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — No credit union shall receive deposits or payments on account of shares, or make any loans, until its by-laws have been approved in writing by the bank commissioner, nor shall any amendments to its by-laws become operative until they have so been approved. [*Gen. Acts, 1915, c. 268, § 7.*]

798A. Certain property exempt from taxation. — All property of a credit union, except real estate, and all capital stock in a credit union shall be exempt from state and local taxation, except legacy and succession taxes. [*Gen. Acts, 1915, c. 268, § 8.*]

799. Meetings of association. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — The fiscal year of every credit union shall end at the close of business on the *last business day* of October. [*Gen. Acts, 1915, c. 268, § 12.*]

The annual meeting of the corporation shall be held at such time and place as the by-laws prescribe, *but must be held within thirty days after the close of the fiscal year*. Special meetings may be called by a majority of the directors or of the supervisory committee, *and shall be called by the clerk upon written application of ten or more members entitled to vote*. Notice of all meetings of the corporation *and of all meetings of the board of directors and of committees* shall be given in the manner prescribed by the by-laws. No member shall be entitled to vote by proxy or to have more than one vote, *and, after a credit union has been incorporated one year, no member thereof shall be entitled to vote until he has been a member for more than three months.*

The members at each annual meeting shall fix the amount of the entrance fee *for the ensuing year, which may be made proportional to the number of shares issued to a member, the maximum amount to be loaned any one member, and, upon recommendation*

of the board of directors, may declare dividends in accordance with the provisions of § 22 of this act. [See paragraph 818.]

At any annual or special meeting the members may review the acts of the credit committee or of the board of directors, and may reverse any decision of the credit committee or of the board of directors by a three fourths vote of the members present and entitled to vote: provided, that such three fourths vote comprises a majority of all of the members of the credit union.

In the event of the death, resignation, or removal from office of the board of directors or of any member thereof, or of the credit committee or of any member thereof, the members of the credit union at a special meeting, called for the purpose, may elect other members to fill the vacancies until the next annual meeting.

At any annual or special meeting the members of a credit union may amend the by-laws by a three fourths vote of the members present and entitled to vote; provided, that a copy of the proposed amendment or amendments shall have been sent to each member with the notice of the meeting. [Gen. Acts, 1915, c. 268, § 13.]

800. Board of directors. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — *The business and affairs of a credit union shall be managed by a board of not less than five directors, a credit committee of not less than three members, and a supervisory committee of three members to be elected at the annual meeting of the corporation. Unless the number of members of the credit union is less than eleven, no member of said board shall be a member of either of said committees, nor shall one person be a member of more than one committee, and all the members of said board and of said committees, as well as all officers whom they may elect, shall be sworn to the faithful performance of their duties and shall hold their several offices until others are elected and qualified in their stead. A record of every such qualification shall be filed and preserved with the records of the corporation. Members of the supervisory committee shall be elected annually for a term of one year. Directors and members of the credit committee shall be elected for a term of not less than one year nor more than three years, as the by-laws shall provide. If the term is more than one year, they shall be divided into classes, and an equal number, as nearly as may be, elected each year. If a director or a member of any of these committees ceases to be a member of the credit union, his office shall thereupon become vacant.* [Gen. Acts, 1915, c. 268, § 14.]

801. Duties of the board of directors. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — *The directors, at their first meeting after the annual meeting of the corporation, shall elect from their own number a president, a vice president, a clerk and a treasurer, who shall be the executive officers of the corporation, and who shall hold office until their successors shall have been elected and qualified. The offices of clerk and treasurer may be held by the same person.*

The board of directors shall have the general direction of the affairs of the corporation, and shall meet as often as may be necessary. It shall be their special duty to act upon all applications for membership and upon the expulsion of members, to fix the amount of the surety bond required of any officer having custody of funds, to determine the rate of interest on loans and deposits, to fill vacancies in the board of directors until new members shall be elected and qualified, to make recommendations to the members of the credit union relative to the amount of entrance fee to be charged new members, the maximum amount to be loaned any one member, the advisability of declaring a dividend and the amount to be declared, the need of amendments to the

by-laws and any other matters upon which, in their opinion, the members should act at any annual or special meeting. When authorized so to do by the members at any annual meeting or at a special meeting called for the purpose, the board of directors, with the approval of the bank commissioner, may borrow money for the purpose of re-lending to members. [Gen. Acts, 1915, c. 268, § 15.]

802. Loans by the committee. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — *The credit committee shall hold meetings, of which due notice shall be given to its members, for the purpose of considering applications for loans, and no loan shall be made unless all members of the committee who are present when the application is considered, and at least two thirds of all the members of the committee, approve the loan and are satisfied that it promises to benefit the borrower. All applications for loans shall be made in writing and shall state the purpose for which the loan is desired and the security offered.* [Gen. Acts, 1915, c. 268, § 17.]

803. Supervisory committee. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — *The supervisory committee shall inspect from time to time the securities, cash and accounts of the corporation and shall keep fully informed of the financial condition of the corporation and shall supervise the acts of its board of directors, credit committee and officers. At any time the supervisory committee, by a unanimous vote, may suspend any officer of the corporation, or any member or members of the credit committee or of the board of directors, and, by a majority vote, may call a meeting of the shareholders to consider any violation of this act or of the by-laws, or any practice of the corporation which, in the opinion of the committee, is unsafe or unauthorized. Within seven days after the suspension of any officer, or any member or members of the credit committee or of the board of directors, the supervisory committee shall cause notice to be given of a special meeting of the members of the credit union to take such action relative to such suspension as may seem necessary. The supervisory committee may make temporary appointments to fill vacancies caused by the absence, illness or suspension of any officer, director, or member of any committee and shall fill any vacancies in its own number until new members shall have been duly elected and qualified. The board of directors and the supervisory committee, acting jointly, shall make appointments to fill vacancies in the credit committee until new members of the committee shall be duly elected and qualified.* [Gen. Acts, 1915, c. 268, § 16.]

804. Capital. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — *The capital of a credit union shall be unlimited in amount. Shares of capital stock may be subscribed for and paid in such manner as the by-laws shall prescribe, except that the par value of shares shall not exceed \$10.* [Gen. Acts, 1915, c. 268, § 9.]

805. Shares. — Repealed by Gen. Acts, 1915, c. 268, § 13. Re-enacted in new form as follows: — *Shares may be issued and deposits received in the name of a minor and such shares and deposits may, in the discretion of the directors, be withdrawn by such minor, or by his parent or guardian, and in either case payments made on such withdrawals shall be valid and shall release the said corporation from any and all liability to the minor, parent, or guardian. A minor under the age of eighteen years shall not have the right to vote. If shares are held or deposits made in trust, the name and residence of the beneficiary shall be disclosed, and the account shall be kept in the name of such holder as trustee for such person. If no other notice of the existence and terms of such trust has been given in writing to the corporation, such shares or deposits may,*

upon the death of the trustee, *be transferred to or withdrawn by the person who was named by the trustee as the beneficiary or by his legal representatives, and such transfer or withdrawal shall release the corporation from any and all liability to any other claimant upon such stock or deposit.* [Gen. Acts, 1915, c. 268, § 10.]

806. Funds may be loaned.¹ — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — The capital, deposits and surplus funds of a credit union shall be invested in loans to members with the approval of the credit committee as provided in section seventeen of this act [see paragraph 802], and any capital, deposits or surplus funds in excess of the amount for which loans shall be approved by the credit committee may be deposited in savings banks or trust companies incorporated under the laws of this commonwealth, or in national banks located therein, or may be invested in the bonds of any other credit union or any farmland bank incorporated under the laws of this commonwealth, or in any securities which are at the time of their purchase legal investments for savings banks in this commonwealth, or, with the approval of the bank commissioner, may be deposited in other credit unions, or may be invested in the shares of other credit unions or of farmland banks or co-operative banks incorporated under the laws of this commonwealth: *provided*, that the total amount invested in the shares of other credit unions, farmland banks or co-operative banks shall not exceed thirty per cent of the capital and surplus, and that not more than twenty per cent shall be invested in the shares of other credit unions, nor more than twenty per cent in farmland bank shares, nor more than twenty per cent in co-operative bank shares. [Gen. Acts, 1915, c. 268, § 11.]

807. Credit unions may loan money on real estate, etc. — Repealed by Gen. Acts, 1915, c. 268, § 26. [But see paragraphs 808 and 810.]

808. Conditions. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — *Loans upon the security of first mortgages upon farm lands shall in no case exceed in amount fifty per cent of the value of the property pledged as security, and shall be for the following purposes only: (a) the clearing, draining or otherwise reclaiming and permanently improving agricultural lands; (b) the providing of facilities for irrigation; (c) the planting and early care of orchards; (d) the erection of silos, cold storage plants, greenhouses and permanent farm buildings; (e) the purchase of farms and farm lands for personal occupation and management; (f) the discharge of existing farm mortgages; and, (g) subject to the approval of the bank commissioner, such other improvements of a permanent nature as, in the opinion of the directors, tend to develop agricultural resources. The mortgage deeds securing such loans shall contain a provision for immediate foreclosure if the money lent is applied in whole or in part to purposes not hereby authorized, or if, in the opinion of the directors, it is being spent unwisely or wastefully. . . .* [Gen. Acts, 1915, c. 268, § 18.]

809. Repayment of loan, etc. — Repealed by Gen. Acts, 1915, c. 268, § 26.

810. Issue of bonds, etc. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — . . . A credit union may, with the approval of the bank commissioner, *by vote of its board of directors, issue, sell and trade in its own collateral trust bonds, which shall be known and described as farmland bonds, and shall be secured as hereinafter provided by the deposit of first mortgage notes on farm lands and the mortgages securing the same.* In case of failure of a credit union to pay the

¹ For the text of an act (Gen. Acts, 1915, c. 62) providing that savings banks shall report the amounts deposited by labor and credit unions, see paragraph 959A.

interest upon its bonds or the principal when due, the bonds shall be an underlying lien on all its assets and the bank commissioner shall *forthwith* take possession of the assets and wind up the affairs of the corporation. *Loans on the security of first mortgages on farm lands shall be made, and bonds of credit unions secured thereby shall be issued, in accordance with the provisions of Gen. Acts, 1915, c. 231, relating to farmland mortgages and farmland bonds, and any acts in amendment thereof or in addition thereto, so far as applicable. [Gen. Acts, 1915, c. 268, § 18.]*

811. Certain provisions in by-laws. — Repealed by Gen. Acts, 1915, c. 268, § 26.

812. Defining word "farm." — Repealed by Gen. Acts, 1915, c. 268, § 26.

813. Repayment of loans. — Repealed by Gen. Acts, 1915, c. 268, § 26.

814. Services of directors. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — No member of the board of directors or of *either* the credit or supervisory committee shall receive any compensation for his services as a member of the said board or of *such committee*, nor shall any member of the credit or supervisory committee, directly or indirectly, borrow from the corporation or become surety for any loan or advance made by it.

No member of the board of directors shall, directly or indirectly, borrow from the corporation or become surety for any loan or advance made by it, unless such loan or advance shall have been approved at a meeting of the members of the credit union by a majority vote of those present, and the notice of such meeting shall have stated that the question of loans to directors would be considered at such meeting.

The officers elected by the board of directors may receive such compensation as the board shall authorize. [Gen. Acts, 1915, c. 268, § 19.]

815. May expel certain members. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — The board of directors may expel from a *credit union* any member who has not carried out his engagements with the *credit union*, or who has been convicted of a criminal offence, or *who* neglects or refuses to comply with the provisions of this act or of the by-laws, or whose private life is a source of scandal, or who habitually neglects to pay his debts, or *who* shall become insolvent or bankrupt, or *who* shall have deceived the corporation or *any committee thereof* with regard to the use of borrowed money; but no member shall so be expelled until he has been informed in writing of the charges against him, and an opportunity has been given to him, after reasonable notice, to be heard thereon. . . . [Gen. Acts, 1915, c. 268, § 24.]

816. Money due expelled members. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — . . . The amounts paid in on shares or deposited by members who have withdrawn or have been expelled shall be paid to them, in the order of withdrawal or expulsion, *but* only as funds therefor become available and after deducting any amounts due by *such* members to the *credit union*. Such expulsion shall not operate to relieve a member from any remaining liability to the *credit union*. [Gen. Acts, 1915, c. 268, § 24.]

817. Audit of receipts, etc. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — Immediately before a meeting of the directors called to *consider the recommendation* of a dividend, the supervisory committee shall make a thorough audit of the receipts, disbursements, income, assets and liabilities of the corporation for the fiscal year, and shall make a full report thereon to the directors.

Said report shall be read at the annual meeting and shall be filed and preserved with the records of the corporation. [*Gen. Acts, 1915, c. 268, § 21.*]

818. Dividends. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — At the annual meeting, a dividend may be declared from income which has been actually collected during the fiscal year next preceding and which remains after the deduction of all expenses, losses, interest on deposits, and the amount required to be set apart as a guaranty fund, *or such dividend may be declared in whole or in part from undivided earnings of preceding years, not to exceed twenty per cent thereof in any one year, provided, such earnings are a part of the surplus of the corporation in excess of all requirements of the guaranty fund.*

Such dividends shall be paid on all fully paid shares outstanding at the close of the fiscal year, but shares which become fully paid during the year shall be entitled only to a proportional part of said dividend, calculated from the first day of the month following such payment in full. Dividends due to a member shall be paid to him in cash or credited to the account of partly paid shares for which he has subscribed. [*Gen. Acts, 1915, c. 268, § 22.*]

819. Guaranty fund. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — Before the payment of *an annual dividend in any year*, there shall be set apart as a guaranty fund twenty per cent of the net income which has accumulated during the fiscal year, *except as hereinafter provided.* Said fund and the investments thereof shall belong to the corporation and shall be held to meet contingencies or losses in its business. All entrance fees shall be added at once to the guaranty fund. Upon recommendation of the board of directors, the members at any annual meeting may increase, and, whenever said fund equals or exceeds the amount of capital stock actually paid in, may decrease, the proportion of profits which is required by this section to be set apart as a guaranty fund: *provided, that, if the corporation holds stock in other credit unions or in farmland banks, the percentage of profits to be set apart as a guaranty fund shall not be decreased until the amount of the fund equals or exceeds the amount of capital stock of the corporation, actually paid in and in addition thereto the amount actually paid for the shares of stock in such credit unions and farmland banks.* [*Gen. Acts, 1915, c. 268, § 20.*]

820. May vote to dissolve corporation. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — At any meeting specially called for *the purpose the members*, upon recommendation of *not less than two thirds* of the board of directors, may dissolve the corporation *by the vote of two thirds of the members of the credit union entitled to vote.* A committee of three shall thereupon be elected to liquidate the assets of the corporation *under the direction of the bank commissioner*, and each share of the capital stock, according to the amount paid in thereon, shall be entitled to its *proportional part of the assets in liquidation* after all deposits and debts have been paid. [*Gen. Acts, 1915, c. 268, § 25.*]

821. Report to bank commissioner. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — Within twenty days after the last business day of October in each year, every *credit union* shall make to the bank commissioner a report in such form as he may prescribe, signed by the president, treasurer and a majority of the supervisory committee, who shall certify and make oath that the report is correct according to their best knowledge and belief. Any *credit union* which neglects to make the said report within the time herein prescribed shall forfeit

to the commonwealth \$5 for each day during which such neglect continues. [*Gen. Acts, 1915, c. 268, § 23.*]

822. Provisions of certain sections to apply. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: — Acts, 1909, c. 419, and Acts, 1914, c. 437, are hereby repealed. All credit unions incorporated prior to the passage of this act shall be hereafter subject to the provisions of this act, but the provisions of this act shall not affect any rights acquired under any contract made by such credit unions prior to the passage of this act. The provisions of this act shall not be rendered inoperative or be limited or otherwise affected by any acts or parts of acts inconsistent therewith. [*Gen. Acts, 1915, c. 268, § 26.*]

FRATERNAL BENEFIT SOCIETIES.

825. Organization of benefit societies. — . . . *b.* In case the corporation limits its membership . . . to the employees or ex-employees of cities or towns or of the commonwealth or the federal government, or to the employees or *ex-employees* of a designated firm, business house or corporation, or of any department of a designated firm, business house or corporation, to persons of the same foreign extraction retaining common national interests and designation, or of the same occupation, the agreement of association shall state the maximum amount of the benefits to be paid, and designate to which one of the classes herein specified its membership is to be limited. A corporation so limiting its membership may be on the lodge system, and if not, shall be governed by a direct vote of its members without the lodge system; but a corporation not so limiting its membership shall be on the lodge system, with a representative form of government as defined in §§ 2 and 3 of this act. . . . [*Acts, 1911, c. 628, § 12, as am. by Acts, 1913, c. 617, § 2, and by Gen. Acts, 1915, c. 39.*]

826A. Societies may pay burial benefits. — Any fraternal beneficiary corporation authorized to transact business in this commonwealth may provide in its by-laws that a part of the amount payable as a death benefit may be used to pay the funeral expenses of the insured: *provided*, that the amount so paid shall not exceed \$100 and shall be deducted from the amount payable as a death benefit; and *provided, further*, that this act shall not affect the rights of those corporations subject to Acts, 1911, c. 628, § 29b, and amendments thereof. [*Gen. Acts, 1917, c. 107.*]

826B. Societies may pay death or annuity benefits upon the lives of children.¹ — Any fraternal benefit society authorized to do business in this commonwealth and operating on the lodge system, may provide in its constitution and by-laws, in addition to other benefits provided for therein, for the payment of death or annuity benefits upon the lives of children between the ages of two and eighteen years at the next birthday, for whose support and maintenance a member of the society is responsible. . . . [*Gen. Acts, 1917, c. 128, § 1.*]¹

827. Extended or paid-up protection. — . . . Any society which shall show by the annual valuation hereinafter provided for that it is accumulating and maintaining the full reserve required by a table of mortality not lower than the American Experience Table and four per cent interest, may grant to its members such extended or paid-up protection or such withdrawal equities as its constitution and laws may provide: *provided*, that such grants shall be equitable, and shall in no case exceed in

¹ For present purposes it has been deemed sufficient to quote merely a portion of the first section of this chapter.

value the portion of the reserve derived from the payments of the individual members to whom they are made. . . . [Acts, 1911, c. 628, § 5 as am. by Gen. Acts, 1917, c. 108.]

838A. Property of such societies to be free from taxation. — The personal property of a fraternal society, order, or association, operating under the lodge system or for the exclusive benefit of the members of a fraternity itself operating under the lodge system, and providing life, sick, accident, or other benefits for the members of such society, order, or association, or their dependents, shall be exempt from taxation.

This act shall take effect upon its passage, but the income received by such societies, orders, or associations between January 1, 1916, and the date of the passage of this act shall be exempt from taxation under Gen. Acts, 1916, c. 269. [Gen. Acts, 1917, c. 204, §§ 1, 2.]

10. SMALL LOANS LAW.

856. Rate of interest to be established by supervisor. — The supervisor shall establish the rate of interest to be collected, and in fixing said rate shall have due regard to the amount of the loan and the nature of the security and the time for which the loan is made; *but the total amount to be paid on any loan for interest and expenses shall not in the aggregate exceed an amount equivalent to three per cent a month on the amount actually received by the borrower, computed on unpaid balances*; and no licensee or company or association to which this act applies shall charge or receive upon any loan a greater rate of interest than that fixed by the supervisor. *No charge, bonus, fee, expense or demand of any nature whatsoever, except as above provided, shall be made upon loans to which this act relates.* [Acts, 1911, c. 727, § 7, as last am. by Gen. Acts, 1916, c. 224.]

11. INDUSTRIAL EDUCATION.¹

VOCATIONAL EDUCATION.

870A. Promotion of Vocational Education in Co-operation with the Federal Government. — The commonwealth of Massachusetts hereby accepts the provisions of the act of congress approved February 23, 1917, and entitled, "An Act to provide for the promotion of vocational education; to provide for co-operation with the states in the promotion of such education in agriculture and the trades and industries; to provide for co-operation with the states in the preparation of teachers of vocational subjects; and to appropriate money and regulate its expenditure."

The board of education is hereby directed to co-operate with the federal board for vocational education in the administration of the provisions of the act of congress aforesaid, and to do all things necessary to entitle the commonwealth to receive all the benefits thereof.

The treasurer and receiver general is hereby designated as the custodian of all the funds allotted to the commonwealth from the appropriations made by said act of congress, and he shall receive and provide for the proper custody and disbursement of the same in accordance with the said act.

The federal funds so received shall be paid out in accordance with the provisions of section fourteen of said act of congress upon the requisition of the board of education as reimbursement for expenditures already incurred. The payment of said funds

¹ For an act providing for the construction of a state agricultural and industrial building in West Springfield for the exhibition of agricultural and industrial products of the Commonwealth, see General Acts, 1917, c. 325.

shall be made to such schools and classes as are approved by the said board and as are entitled to receive the same under the provisions of said act: *provided*, that, in accordance with the provisions of said act, the board of education, (1) may grant the federal funds in its control, subject to conditions prescribed by it, as money supplementary to state aid for salaries of teachers of vocational subjects in schools and classes which meet the requirements of said act; (2) may select certain types of training which especially need stimulus and may use the federal funds for salaries of teachers giving such training; (3) may maintain courses for the preparation of teachers of selected vocations, and may use federal funds therefor; may arrange with the authorities of a state school or college to give the proper types of training to teachers of vocations under the supervision of the board, and may use federal funds therefor; may allow local school authorities to conduct, under the supervision of the board, classes for the training of vocational teachers, and may use federal funds therefor.

The last sentence of Acts, 1911, c. 471, § 3 is hereby amended to accord with the provisions of § 11 of the act of congress aforesaid by changing the word "seventeen" to "sixteen", — so that the said sentence will read as follows: — Attendance upon such day or part-time classes shall be restricted to those over fourteen and under twenty-five years of age; and upon such evening classes, to those over sixteen years of age. [*Gen. Acts, 1917, c. 215, §§ 1 to 5.*]

871. Types of schools. — In order that instruction in the principles and the practice of the arts may go on together, independent industrial, agricultural and household arts schools may offer instruction in day, part-time and evening classes. Attendance upon such day or part-time classes shall be restricted to those over fourteen and under twenty-five years of age; and upon such evening classes, to those over sixteen years of age. [*Acts, 1911, c. 471, § 3, as am. by Gen. Acts, 1917, c. 215, § 5.*]

879A. Reimbursement of cities and towns maintaining agricultural schools or furnishing agricultural instruction. — Acts, 1911, c. 471, § 9, clause 2 is hereby amended by striking out all after the word "departments", in the sixth line, so that the paragraph will read as follows: — 2. Cities and towns maintaining approved local or district independent agricultural schools consisting only of agricultural departments in high schools shall be reimbursed by the commonwealth, as provided in this act, only to the extent of two thirds of the salary paid to the instructors in such agricultural departments.

The treasurer of the commonwealth is hereby authorized to pay to certain cities and towns maintaining such agricultural schools in the year 1916, the amounts by way of reimbursement certified as due to them by the board of education, in excess of the \$10,000 heretofore authorized by law, aggregating \$407.70. [*Acts, 1911, c. 471, § 9, cl. 2, as am. by Gen. Acts, 1917, c. 61, §§ 1, 2.*]

UNIVERSITY EXTENSION AND CORRESPONDENCE COURSES.

885A. Department of university extension established. — There is hereby established a department of university extension to be under the direction and control of the board of education. The head of said department shall be appointed by the board of education, with the approval of the governor and council, and his salary shall be fixed by the board with the approval of the governor and council. He may be removed at any time by the said board of education. [*Gen. Acts, 1915, c. 294, § 1.*]

885B. Courses established for residents. — The said department of university extension is hereby authorized to co-operate with existing institutions of learning in the establishment and conduct of university extension and correspondence courses; to supervise the administration of all extension and correspondence courses which are supported in whole or in part by state revenues; and also, where that is deemed advisable, to establish and conduct university extension and correspondence courses for the benefit of residents of Massachusetts: *provided*, that nothing in this act shall be construed as giving to the said department or to the board of education the control or direction of extension and correspondence courses in agriculture or in subjects directly related thereto when these are administered under the direction of the Massachusetts Agricultural College. The said department, subject to the approval of the board of education, may employ such agents, lecturers, instructors, assistants and clerks, for whole or part time, as may be necessary for proper compliance with the provisions of this act. With the approval of the governor and council and of the board of education, it may rent suitable offices for the conduct of its work. [*Gen. Acts, 1915, c. 294, § 2.*]

885C. Schools and other public buildings may be used. — The said department for the purposes of such university extension or correspondence courses, may, with the consent of the proper city or town officials or school committees, use the school buildings or other public buildings and grounds of any city or town within the commonwealth, and may also use normal school buildings and grounds and, with the consent of the boards or commission in charge of the same, such other school buildings as are owned or controlled by the commonwealth. City and town officials and committees are hereby authorized to allow the use of buildings and grounds under their charge by the department of university extension for the purposes of university extension or correspondence courses, subject to the rules and regulations which such officials or committees may establish: *provided, however*, that such use shall not interfere or be inconsistent with the use of said buildings and grounds by the public schools of the city or town. The said department may also arrange for the use of such other buildings, grounds, and facilities as may prove to be necessary for the conduct of its work, and may expend in rent therefor such sums as may from time to time be necessary. [*Gen. Acts, 1915, c. 294, § 3.*]

885D. Advisory councils to be appointed. — The department of university extension is empowered to appoint a state advisory council and also local advisory councils on university extension and correspondence courses, the functions of which shall be defined by the rules and regulations of the board of education. [*Gen. Acts, 1915, c. 294, § 4.*]

885E. Annual report by board of education. — The board of education shall submit to the general court, on or before the third Wednesday of January of each year, a detailed report of the doings and expenditures of the said department for the year closing on the first day of the previous July. [*Gen. Acts, 1915, c. 294, § 5.*]

885F. Certificates to be granted. — The said department is authorized to grant to students completing courses of instruction provided for under this act suitable certificates as evidence of proficiency, in accordance with rules and regulations to be established by the board of education. [*Gen. Acts, 1915, c. 294, § 6.*]

885G. Appropriations for salaries. — The department of university extension, for the purposes of complying with the provisions of this act, may be allowed for the salary of its head, agents, lecturers, instructors, assistants, clerks and other

service, and for travel and other necessary expenses of these officers, incurred in the performance of their official duties under this act, such sums as shall be appropriated annually by the general court, payable out of the treasury of the commonwealth. [*Gen. Acts, 1915, c. 294, § 7.*]

885H. Amount to be expended. — There may be expended under the direction of the board of education in carrying out the provisions of this act for the year 1915 a sum not exceeding \$25,000. [*Gen. Acts, 1915, c. 294, § 8.*]

TEXTILE SCHOOLS.

838A. Appropriation by the commonwealth for evening instruction in the Lowell textile school. — *Resolved*, That there be allowed and paid out of the treasury of the commonwealth from the ordinary revenue, to the trustees of the Lowell textile school, the sum of \$50,000 for the maintenance of the school from July 1, 1916, to June 30, 1917; and the sum of \$1,500 for completing the filling, grading and enclosing of the grounds of the school. The city of Lowell is hereby authorized and directed to raise annually by taxation and pay to said trustees such a sum of money, not less than \$10,000, as may be necessary to provide for evening instruction in said school for residents of Lowell. [*Res. 1916, c. 95.*]

893. Granting of degrees by the Lowell textile school. — The trustees of the Lowell textile school are hereby authorized to grant the degree of Bachelor of Textile Engineering and Bachelor of Textile *Chemistry* to pupils who have taken the four-year day course of the Lowell textile school in said departments and have passed the examinations required for graduation. [*Acts, 1912, c. 62, as am. by Sp. Acts, 1917, c. 244.*]

AGRICULTURAL SCHOOLS.

ESSEX COUNTY.

904A. Essex County Agricultural School. — The name of the independent agricultural school of the county of Essex is hereby changed to Essex County Agricultural School.

The said school may provide short-unit courses of instruction both at the school and elsewhere in the county. Members of the school staff shall investigate farm and market affairs for the purpose of advising individuals and organizations with reference to better business methods available to farmers and more satisfactory methods of marketing farm products, shall give instruction in the formation of co-operative enterprises, and shall perform any other work calculated to promote the agricultural or rural development of the county. It shall be the duty of members of the staff to keep in touch with, and to bring to the assistance of such individuals and organizations, all agencies in the commonwealth or elsewhere that will enable them to utilize the latest and best knowledge in the furtherance of their work. [*Gen. Acts, 1917, c. 176, § § 1, 2.*]

BRISTOL COUNTY.

912A. Bristol County Agricultural School. — The name of the independent agricultural school of Bristol county shall be Bristol County Agricultural School. [*Gen. Acts, 1917, c. 247, § 1.*]

913A. Duties of trustees increased; new courses. — The said school shall provide instruction in agriculture and, at such time as may be approved by the board

of education, may provide instruction in household arts or home-making. Short-unit courses of instruction may be given both at the school and elsewhere in the county. Members of the school staff shall investigate farm and market conditions for the purpose of advising individuals and organizations with reference to better business methods among farmers, and more satisfactory methods of marketing farm products, shall give instruction in the formation of co-operative enterprises, and shall perform any other work calculated to promote the agricultural or rural development of the county. It shall be the duty of members of the staff to keep in touch with, and to avail themselves of, all agencies in the commonwealth or elsewhere that will enable them to utilize the latest and best knowledge and practice in the furtherance of their work. [Gen. Acts, 1917, c. 247, § 2.]

915. Trustees to prepare estimates of cost of maintenance; gifts may be accepted. — *The said school may receive and utilize gifts considered by said trustees and the board of education to be consistent with its purposes, but principally it shall be supported as follows: — The treasurer of the county shall pay all bills which are approved by the trustees, not exceeding in the aggregate \$20,000, in addition to the miscellaneous income described in § 4 of this act, for the establishment, equipment and maintenance of said school during the fiscal year 1917, and the amount so paid shall be raised by taxation in the same manner in which the other expenses of the county are provided for. Said trustees shall annually, after the first year, in consultation with, and with the approval of the board of education and the county commissioners of the county prepare on or before the fifteenth day of December, an estimate of the amount required to establish, equip, and maintain the said school for the ensuing year; and the said amount shall be included by the county commissioners of the county in the estimate required by R. L., c. 21, § 27, as amended, and if the amount so estimated, or any part thereof, shall be authorized by the general court as part of the county tax, the county of Bristol shall raise by taxation the sum so authorized, and the treasurer of the county shall pay all bills, if approved by the trustees, not exceeding the amount authorized, in the same manner as the bills of other departments of the county are paid.* [Acts, 1912, c. 566, § 4, as am. by Gen. Acts, 1917, c. 247, § 3.]

915A. Cost of maintenance to be reduced if possible. — In order to reduce the net cost to the county and state of the said school, all miscellaneous income, including receipts for tuition collected on account of non-resident pupils, receipts from the sale of products, from the work of pupils, or from any other source, shall be paid to the county treasurer to be applied toward the expense of maintenance. [Gen. Acts, 1917, c. 247, § 4.]

916. Pupils. — Said school, to the extent of the capacity of the various courses provided for in accordance with § 2 of this act, shall be free for attendance to residents of said county over fourteen and under twenty-five years of age; and, to residents of the commonwealth over seventeen years of age in such numbers and for such instruction as shall be approved by the board of education. Any resident, over fourteen years of age, of a city or town in Massachusetts outside of said county which does not maintain a state-aided vocational school offering the type of education desired, may be admitted to the Bristol County Agricultural School in accordance with the provisions governing the admission of non-resident pupils and the collection of tuition fees contained in Acts, 1911, c. 471. [Acts, 1912, c. 566, § 5, as am. by Gen. Acts, 1917, c. 247, § 5.]

916A. Repeal. — This act shall take effect upon its passage; and such parts of previous acts relating to the independent agricultural school of Bristol county as are not consistent with this act are hereby repealed. [Gen. Acts, 1917, c. 247, § 6.]

NORFOLK COUNTY.

921A. Question to be submitted to the voters. — At the next state election there shall be placed upon the official ballots for the county of Norfolk the following question: — “Shall the county of Norfolk authorize the county commissioners to issue bonds of said county to an amount not exceeding \$75,000 for the purpose of establishing an independent agricultural school?” [*Gen. Acts, 1915, c. 189, § 1.*]

921B. Trustees of Norfolk County Agricultural School. — If a majority of the voters voting on the above question vote in the affirmative, then the establishment and maintenance of said school shall be provided for as follows: — The name of the school shall be Norfolk County Agricultural School. The governor, with the advice and consent of the council, shall appoint four persons, one for the term of one year, one for the term of two years, one for the term of three years and one for the term of four years, residents of the county, who, together with the county commissioners for the county, shall be known as the trustees of said school; and it shall be their duty to provide vocational education of the kinds authorized by § 3 [see paragraph 921C] of this act. Said trustees shall serve without compensation, but shall be reimbursed for their necessary expenses, the same to be charged and paid on account of maintenance as hereafter provided. The said trustees are hereby authorized to determine the location of the said school, subject to its approval by the board of education, and, subject to approval by the said board, to expend an amount not exceeding \$75,000 in the purchase of real estate, alteration or construction of buildings and provision of live stock, furnishings and equipment therefor. [*Gen. Acts, 1915, c. 189, § 2.*]

921C. Bonds to be issued. — To meet the cost of establishing the said school, the county commissioners are hereby authorized to issue bonds of the county to an amount not exceeding \$75,000, said amount to be paid over to the trustees upon their requisition by the treasurer of the county. Said bonds shall be issued for a term not exceeding twenty years, and shall bear interest at a rate not exceeding four per cent per annum, payable semi-annually. Each authorized issue of bonds or notes shall constitute a separate loan. The county commissioners shall by vote, provide for the payment of each loan by such annual payments, beginning not more than one year after its date, as will extinguish each loan within twenty years from its date, and in such manner that the amount of principal and interest payable in any year, shall not be less than the amount of principal payable in any subsequent year. When such a vote has been passed, the annual amount required shall, without further vote, be assessed according to the provisions of law relating to the assessment of county taxes. [*Gen. Acts, 1915, c. 189, § 3.*]

921D. Commonwealth to pay part cost of maintenance. — The said school shall be maintained by the trustees as a state-aided vocational school, subject to the approval of the board of education, in accordance with the provisions of Acts, 1911, c. 471, and of any acts in amendment thereof or in addition thereto not inconsistent with this act. [*Gen. Acts, 1915, c. 189, § 4.*]

921E. Instruction in agriculture and household arts to be given. — The said school shall provide instruction in agriculture, and, at such time as may be approved by the board of education, in household arts or home-making. Short unit courses of instruction may be given both at the school and elsewhere in the county.

Members of the school staff shall investigate farm and market conditions for the purpose of advising individuals and organizations with reference to better business methods among farmers and more satisfactory methods of marketing farm products, shall give instruction in the formation of co-operative enterprises, and shall perform any other work calculated to promote the agricultural or rural development of the county. It shall be the duty of members of the staff to keep in touch with, and to bring to their assistance, all agencies in the commonwealth or elsewhere that will enable them to utilize the latest and best knowledge in the furtherance of their work. [*Gen. Acts, 1915, c. 189, § 5.*]

921F. How school shall be supported. — Said school may receive and utilize gifts considered by said trustees and the board of education to be not inconsistent with its purposes, but principally it shall be supported as follows: — The treasurer of the county shall pay to said trustees upon their requisition such sums, not exceeding in the aggregate \$16,000, as may be required by them for the maintenance of said school during the first fiscal year, and the amount so paid shall be raised by taxation in the same manner in which the other expenses of the county are provided for. Said trustees shall annually, after the first year, in consultation with and with the approval of the board of education, prepare on or before the fifteenth day of December, an estimate of the amount required to establish, equip and maintain the said school for the ensuing year; and the said amount shall be included by the county commissioners of the county in the estimate required by R. L., c. 21, § 27, as amended, and if the amount so estimated, or any part thereof, shall be authorized by the general court as part of the county tax, the county of Norfolk shall raise by taxation the sum so authorized, and it shall be paid by the county treasurer to said trustees upon their requisition, and shall be expended by them for the purposes for which it was authorized. [*Gen. Acts, 1915, c. 189, § 6.*]

921G. Receipts from certain tuition fees, how used. — In order to reduce the net cost to county and state of the said school, the trustees shall apply toward the expense of maintenance such miscellaneous income as receipts from tuition collected on account of non-resident pupils in places outside of the county of Norfolk, and receipts from the sale of products and from the work of pupils. [*Gen. Acts, 1915, c. 189, § 7.*]

921H. County to be reimbursed for certain expenditures. — Said county shall be reimbursed by the commonwealth for the expenditures made for the maintenance of said school in the manner and proportion provided for the reimbursement of certain counties, cities and towns by Acts, 1911, c. 471, and acts in amendment thereof or in addition thereto. [*Gen. Acts, 1915, c. 189, § 8.*]

921I. Tuition. — Said school, to the extent of the capacity of the various courses provided for in accordance with section five of this act [see paragraph 921 E], shall be free for attendance to residents of said county over fourteen and under twenty-five years of age; and, to persons residents of the commonwealth over seventeen years of age in such numbers and for such instruction as shall be approved by the board of education. Any resident over fourteen years of age of a city or town in Massachusetts outside of said county which does not maintain a state-aided vocational school offering the type of education desired, may be admitted to this school in accordance with the provisions governing admission of non-resident pupils and tuition fees contained in said [Acts, 1911,] c. 471. [*Gen. Acts, 1915, c. 189, § 9.*]

921J. Half fare on street cars for pupils. — The provisions of Acts, 1908,

c. 530, as amended by Acts, 1910, c. 567, for half rate fare upon street railways shall apply to pupils of the said school. [*Gen. Acts, 1915, c. 189, § 10.*]

921K. When to take effect. — Section one of this act [see paragraph 921A] shall take effect upon its passage. The remainder of the act shall take effect upon its acceptance by the voters of the county as provided in § 2 [see paragraph 921 B]. [*Gen. Acts, 1915, c. 189, § 11.*]

HAMPSHIRE COUNTY.

921L. Question to be submitted to voters. — At the next state election there shall be placed upon the official ballots for the county of Hampshire the following question: "Shall the County of Hampshire maintain an Independent Vocational School?" [*Gen. Acts, 1915, c. 225, § 1.*]

921M. Trustees of the Hampshire County Agricultural School. — If (A) a majority of the voters voting on the above question vote in the affirmative; and if (B) the city of Northampton causes to be tendered to the county for the maintenance of the said school the use, free of charge to the county, of the land, buildings and equipment, and any improvements thereon or additions thereto which may hereafter be made, of the present state-aided vocational school, known as Smith's agricultural school and Northampton school of industries, and notifies the board of education in writing to that effect, then (C) the county of Hampshire shall maintain an independent vocational school in accordance with the following provisions, to wit: —

1. The name of the school shall be Smith's Agricultural School.

2. The school shall be maintained as a state-aided vocational school, subject to the approval of the board of education, in accordance with the provisions of Acts, 1911, c. 471, and of any acts in amendment thereof or in addition thereto not inconsistent with this act.

3. The local board of trustees for said school shall consist of five members, one appointed by the governor for a term of four years, the chairman of the county commissioners of the county of Hampshire, ex officio, and the three trustees elected by the city of Northampton in accordance with the terms of the will of Oliver Smith, ex officio; and it shall be their duty to maintain vocational education of the kinds authorized by section three of this act.

4. The said local board of trustees, for and on behalf of the said county, shall serve without compensation, but shall be reimbursed for their necessary expenses, which shall be charged and paid on account of maintenance as hereinafter provided.

5. The three ex officio trustees elected by the city of Northampton, for and on behalf of the city of Northampton, shall make the written reports upon their "care and management of the income" received under the will of Oliver Smith for Smith's Agricultural School, and upon "the state of the funds, the expenditures, the improvements made on the premises, and the state of the school and institution generally; and also the state and condition of the proceeds and income of the establishment", required by said will; and for their services of "control and superintendence" the said three trustees shall receive from the income received under the will of Oliver Smith the "meet recompense" for which provision is made in the said will.

6. The three ex officio trustees elected by the city of Northampton shall use so much as may be necessary of the annual income received by the city of Northampton under the will of Oliver Smith for (A) land, building and equipment purposes, including

repayment of building and equipment loans now in process of liquidation; and may use the remainder of said income at their discretion for (B) other purposes, not inconsistent with the said will, which shall promote the welfare and progress of the said county school.

7. The city of Northampton may withdraw or cause to be withdrawn from the county of Hampshire the privilege of maintaining an independent vocational school on the said premises by giving written notice to the board of education not less than two years prior to the date upon which the said privilege is to be withdrawn.

8. In any event the title to the land, buildings and equipment, with all additions thereto or improvements thereon, with the exception of any equipment not purchasable under the terms of the will of Oliver Smith from the income received under said will, shall remain permanently in the possession of the city of Northampton.

9. The board of education, for and on behalf of the county, may terminate the maintenance of an independent vocational school upon the said premises by giving written notice to the city of Northampton two years prior to the date on which said maintenance is to terminate.

10. In the event that maintenance of said school by the county terminates, any equipment purchased at the expense of the county shall be disposed of by said trustees in such manner as shall be approved by the board of education, and the proceeds shall be paid by the said trustees to the treasurer of the said county. [*Gen. Acts, 1915, c. 225, § 2.*]

921N. Courses and methods of instruction. — The school authorized by this act shall maintain such kinds of vocational training permitted by Acts, 1911, c. 471, and of any acts in amendment thereof or in addition thereto as are not inconsistent with this act. Short unit courses of instruction may be given both at the school and elsewhere in the county. Members of the school staff shall investigate farm and market conditions for the purpose of advising individuals and organizations with reference to better business methods among farmers and more satisfactory methods of marketing farm products; shall give instruction in the formation of co-operative enterprises; and shall perform any other work adapted to promote the agricultural or rural development of the county. It shall be the duty of members of the staff to keep in touch with, and to bring to their assistance, all agencies in the commonwealth or elsewhere that will enable them to utilize the latest and best knowledge in the furtherance of their work. [*Gen. Acts, 1915, c. 225, § 3.*]

921O. County and state support. — The said school may receive gifts considered by said trustees and the board of education to be not inconsistent with its purpose, but principally it shall be supported as follows: —

1. The said local board of trustees shall prepare annually, in consultation with and with the approval of the board of education, on or before the fifteenth day of December, an estimate of the amount required to maintain the said school for the ensuing year and to provide such equipment as may not be purchasable under the terms of the will of Oliver Smith from the income received under that will; and said amount shall be included by the county commissioners of the county of Hampshire in the estimate required by R. L., c. 21, § 27, as amended.

2. If the amount so estimated, or any part thereof, shall be authorized by the general court as part of the county tax, the county of Hampshire shall raise by taxation the sum authorized, and the sum so raised shall be paid by the treasurer of the county to said trustees upon their requisition.

3. Said trustees, subject to the provisions of said c. 471, Acts, 1911, and of § 3 of this act [see paragraph 921N], shall expend the sum appropriated for the purposes designated, together with such miscellaneous income as receipts from tuition collected on account of non-resident pupils from outside the county of Hampshire, and receipts from the sale of products and from the work of pupils.

4. The county shall be reimbursed for the expenditures made for the maintenance of the said school in the manner and proportion provided for the reimbursement of certain counties, cities and towns by Acts, 1911, c. 471, and acts in amendment thereof or in addition thereto.

5. Upon the passage of this act, (A) said county shall raise by taxation for the maintenance of said school during the next fiscal year of the commonwealth, a sum not less than the amount expended for maintenance by Smith's agricultural school and Northampton school of industries during the fiscal year of the commonwealth then current; (B) said sum shall be included in the estimate prepared by the county commissioners of the county of Hampshire in accordance with R. L., c. 21, § 27, as amended; and (C) the instruction offered by said school, to the extent of its capacity, shall be free to residents of said county, beginning with the fiscal year for which the first county appropriation is made. [*Gen. Acts, 1915, c. 225, § 4.*]

921P. Tuition. — Said school, to the extent of the capacity of the various courses provided for in § 3 of this act [see paragraph 921N], shall be free for attendance to residents of said county over fourteen and under twenty-five years of age; and to persons over seventeen years of age in such numbers and for such instruction as shall be approved by the board of education. Any resident over fourteen years of age of a city or town in Massachusetts outside said county which does not maintain a state-aided vocational school offering the type of education desired, may be admitted to this school in accordance with the provisions governing the admission of non-resident pupils and tuition fees contained in said c. 471, Acts, 1911. [*Gen. Acts, 1915, c. 225, § 5.*]

921Q. Towns may establish vocational schools. — Any town in said county may, however, establish, equip and maintain, with the approval of the board of education, a school for state-aided vocational education; and nothing in this act shall interfere with the rights and obligations under said c. 471, Acts, 1911, and acts in amendment thereof or in addition thereto, not inconsistent with this act, of any town which may have established such a school, or may hereafter desire to do so. [*Gen. Acts, 1915, c. 225, § 6.*]

921R. Half fare for pupils on street cars. — The provisions of Acts, 1908, c. 530, as amended by Acts, 1910, c. 567, relative to half-rate fare upon street railways for school children shall apply to pupils of the said school. [*Gen. Acts, 1915, c. 225, § 7.*]

IN GENERAL.¹

926A. Massachusetts Agricultural College may carry out certain practical demonstrations in market gardening. — *Resolved*, That the trustees of the Massachusetts Agricultural College be authorized to make experiments upon some site of land with buildings, leased or rented, within twenty miles of the city of Boston, for

¹ For an act providing for the maintenance and improvement of the market garden field station at Lexington, see Res., 1917, c. 126, and for an act relative to experimental work in the planting and growing of tobacco, see Res., 1917, c. 25.

the purpose of practical demonstrations in market gardening, and may expend therefor a sum not exceeding \$8,000. [*Res.*, 1916, c. 117.]

926B. Provisions relative to a special investigation of agricultural education. — *Resolved*, That a special commission is hereby established, to be composed of the commission on economy and efficiency,¹ the commissioner of education, and three persons to be appointed by the governor, with the advice and consent of the council, for the purpose of investigating the subject of agricultural education as conducted at the Massachusetts Agricultural College and the development of the agricultural resources of the commonwealth.

The commission shall investigate and report as to the advisability of further expenditures for new buildings, additional equipment, the purchase of land and other improvements at the Massachusetts Agricultural College; as to the present policy of the college, with a view to ascertaining whether the college is meeting in the fullest degree the needs of the commonwealth in respect to agricultural training; as to the use of state and federal appropriations and grants; as to the operation of the farm department; as to the educational and academic instruction, and as to the extension work. The commission shall ascertain to what extent teachers are engaged in activities other than college instruction; to what extent students are taught practical farming; to what extent the college, independently of other agencies, contributes toward farming and agricultural development; to what extent the lands, buildings and equipment may economically be utilized; and the relative cost per capita for the education of state and out-of-state students in the various courses of instruction, including comparisons with other agricultural institutions. The commission shall distinguish the educational from the other activities of the college; shall estimate the cost of possible future development of the college, both for initial appropriations and for maintenance; shall consider the elimination of certain activities, and a revision of the courses of study in respect to the character of the studies, the amount of time devoted to them, and otherwise. The commission shall ascertain what return, if any, in respect to the agricultural activities of the people of the commonwealth, is made by graduate state-educated students, and what benefits, if any, might accrue to the welfare or development of agriculture in the commonwealth by a co-ordination of the Massachusetts Agricultural College, the state board of agriculture, the forestry department and the department of animal industry, or any of them, in order that certain obvious existing duplications and overlappings of activity may be eliminated, and that the work of the said departments may be done more effectively and economically.

The commission shall report what operations connected with agriculture, the expense of which are paid by the state, can best be carried on at the college rather than under the direction of the board of agriculture, and what operations now carried on at the college can better be performed under the direction of the board of agriculture.

The commission shall further report whether for the advancement of agriculture in Massachusetts it is advisable that the college be continued as at present organized.

The commission shall give public hearings, and shall be allowed for necessary expenses such sums, not exceeding \$7,500, as may be approved by the governor and council. The commission shall report in print on or before Jan. 10, 1917, and shall

¹ Succeeded by the Supervisor of Administration.

include in its report drafts of any bills necessary to carry out its recommendations. [*Res.*, 1916, c. 106.]

926C. Time for report of the agricultural commission extended. — [By the provisions of *Res.* 1917, c. 28, and *Res.* 1917, c. 81, the time for making its report by the special commission on the investigation of agricultural education at the Massachusetts Agricultural College and the development of the agricultural resources of the Commonwealth was extended, respectively, to the second day of April, 1917, and the second Wednesday in January, 1918.]

MISCELLANEOUS.

933A. Investigation of industrial work for the blind. — *Resolved*, That the supervisor of administration be directed to investigate the workings of the Massachusetts commission for the blind with a view to ascertaining what changes are necessary in order to insure a more comprehensive and efficient handling of the problems committed to said commission. He shall study all the different phases of the work of said commission, including the industrial work, and the methods employed, and shall have access to the records, papers, and correspondence of the commission. The supervisor shall report to the next general court on or before the second Wednesday in January, with such recommendations as he may deem expedient. [*Res.*, 1917, c. 125.]

933B. Time for report on special training for injured persons extended. — *Resolved*, That the time within which the board of education is required to report, under the provisions of *Res.*, 1916, c. 75, is hereby extended to the second Tuesday of February, 1917, and the board is hereby authorized to continue its investigations accordingly. [*Res.*, 1917, c. 4.]

934A. Special investigation with respect to persons with defective eyesight. — *Resolved*, That there shall be allowed and paid out of the treasury of the commonwealth the sum of \$1,500, to be expended by the Massachusetts commission for the blind for salaries and expenses of special investigation and other work for persons whose eyesight is seriously defective or who are liable to become visually handicapped or blind; this work to include advice and co-operation as to suitable education for children of school age, vocational guidance and industrial aid in individual cases of adults and minors above school age, and study of similar work done in other states and countries. [*Res.* 1915, c. 40.]

935. Evening classes in practical arts for women. — Any city or town may through its school committee, or other board of trustees for vocational education, establish and maintain separate day and evening classes in household and other practical arts. Such classes shall be known as practical art classes. *If day classes only, or evening classes only, are established, they shall be open to all women over sixteen years of age; if both day and evening classes are established the day classes shall be open only to women over sixteen years of age, and the evening classes shall be open only to women over seventeen years of age who are employed in any capacity during the day. Such classes may be established and maintained as approved state-aided practical art classes under the provisions of, and subject to all the conditions, not inconsistent with this act, of Acts, 1911, c. 471. [Acts, 1912, c. 106, as am. by Gen. Acts, 1915, c. 266, § 1.]*

935A. Name of South End Industrial School changed. — The name of the

South End Industrial School, a corporation organized under the laws of the commonwealth, is hereby changed to Norfolk House Centre. [*Sp. Acts, 1916, c. 147, § 1.*]

935B. Purpose defined. — The purpose of said corporation shall be to foster better homes and better citizenship through industrial classes and by such other means as may from time to time be adopted. [*Sp. Acts, 1916, c. 147, § 2.*]

936A. Independent industrial shoemaking school may be established in Lynn. — (a) *Question to be submitted to the voters.* — At the next state election there shall be placed upon the official ballot for the city of Lynn the following question: — “Shall the city of Lynn establish an Independent Industrial Shoemaking School?” [*Sp. Acts, 1916, c. 174, § 1.*]

(b) *Appointment of trustees, compensation, etc.* — If a majority of the voters voting upon the question aforesaid vote in the affirmative, the governor, with the advice and consent of the council, shall appoint eight persons, residents of the city of Lynn, two of whom shall be representatives of the laboring class, to serve as follows: — two for one year, two for two years, two for three years, and two for four years; and thereafter two persons shall be appointed annually for the term of four years, but every appointee under this act shall serve until his successor has qualified. The said persons together with the mayor of Lynn shall be known as Trustees of the Independent Industrial Shoemaking School of the City of Lynn. They shall serve without compensation, but shall be reimbursed for their necessary expenses, and the sums so paid shall be charged as a part of the maintenance expense of the school. [*Sp. Acts, 1916, c. 174, § 2.*]

(c) *Renting and equipping of buildings.* — The said trustees are hereby authorized to determine the situation of the said school, subject to the approval of the board of education, and to expend annually for rent of suitable floor space for the school a sum not exceeding \$6,000 until such time as it is deemed expedient to purchase, construct or alter a building for the use of the school. After the said school is established and equipped, the city of Lynn shall annually raise by taxation such sums as may be needed for its maintenance and operation. [*Sp. Acts, 1916, c. 174, § 3.*]

(d) *Cost; issuance of bonds.* — The cost of establishing and equipping the said school shall be paid by the city of Lynn, and for this purpose the municipal council is hereby authorized to issue bonds of the city to an amount not exceeding \$20,000, for terms not exceeding ten years, and at a rate of interest not exceeding four per cent per annum payable semi-annually. The bonds shall be issued and shall be payable in accordance with the provisions of Acts, 1913, c. 719. Each authorized issue of bonds hereunder shall constitute a separate loan. [*Sp. Acts, 1916, c. 174, § 4.*]

(e) *Statutes governing the maintenance of the school.* — The school established under this act shall be established and maintained as an approved school, subject to the provisions of Acts, 1911, c. 471, and of any amendments thereof, and the city of Lynn shall be reimbursed for the expenditures incurred in its maintenance in the manner and to the extent provided for the reimbursement of cities and towns by the said chapter and any amendments thereof. [*Sp. Acts, 1916, c. 174, § 5.*]

936B. Instruction for certain nurses, attendants, etc., provided. — Acts, 1911, c. 649, § 1 was repealed by Acts, 1917, c. 50. Re-enacted in new form as follows: — The trustees of the state institutions under supervision of the *commission on mental diseases* shall cause to be given to the nurses, attendants and patients of said institutions instruction in such arts, crafts, manual training, kindergarten and other *branches and lines* of occupation as may be appropriate for the patients of the

said institutions to *undertake*, especially *such patients as* are physically unfit to perform the usual work in or about the institutions. [*Acts, 1911, c. 649, § 1, as am. by Gen. Acts, 1917, c. 50.*]

940A. Investigation relative to establishing schools in county jails to be conducted. — *Resolved*, That the board of education and the director of the Massachusetts bureau of prisons, acting jointly, are hereby directed to investigate and determine what need there is and what facilities there are for giving mental, manual, physical, military and other instruction to all prisoners in the jails and houses of correction in the several counties. The board shall report its conclusions and recommendations to the general court, on or before January 23, 1918, together with drafts of such legislation, if any, as it may deem expedient. For the purpose aforesaid, the board may expend a sum not exceeding \$500. [*Res., 1917, c. 59.*]

12. TRADE UNIONS.

(See also under Labor Disputes below.)

959A. Savings banks to report the amount deposited by labor and credit unions. — Such report [by savings banks] shall, in the year 1909, and in each fifth year thereafter, also state the number and amount of deposits of \$50 and less, of those exceeding \$50 and not more than \$100, of those exceeding \$100 and not more than \$200, of those exceeding \$200 and not more than \$500, of those exceeding \$500 and less than \$1,000, of those of \$1,000 or more; and of those to the credit of women, both adults and minors, guardians, religious and charitable corporations, *labor and credit unions*, and in trust, respectively, received during the twelve months last preceding. [*Acts, 1908, c. 590, § 38, as am. by Gen. Acts, 1915, c. 62.*]

13. LABOR DISPUTES.

STRIKES AND LOCKOUTS.

972. Penalty. — Any person, firm, association or corporation violating any provision of this act shall *upon complaint of and after investigation by the state board of labor and industries* be punished by a fine not exceeding \$100 for each offence. [*Acts, 1910, c. 445, as last am. by Acts, 1914, c. 347, § 4, Gen. Acts, 1915, c. 108, and by Gen. Acts, 1916, c. 143, § 1.*]

973. Determination of the normality of business after a strike.¹ — The provisions of this act shall cease to be operative when the state board of conciliation and arbitration shall determine that the business of the employer, in respect to which the strike or other labor trouble occurred, is being carried on in the normal and usual manner and to the normal and usual extent. *Upon the application of the employer, this question shall be determined by said board, but only after a full hearing at which all persons involved shall be entitled to be heard and be represented by counsel. The board shall give at least three days' notice of the hearing to the strikers and employees by publication in at least three daily newspapers published in the commonwealth.* [*Acts, 1910, c. 445, as last am. by Acts, 1914, c. 347, § 5, and by Gen. Acts, 1916, c. 89.*]

¹ Has reference to advertisements and solicitations for employees during strikes, lockouts, or other labor disputes.

14. LICENSED OCCUPATIONS.¹

HAWKERS AND PEDLERS.

984. Hawkers and pedlers defined. — Whoever, except itinerant vendors, wholesalers or jobbers having a permanent place of business in this commonwealth and selling to dealers only, and commercial agents or other persons selling at wholesale by sample, lists, catalogues or otherwise for future delivery, goes from town to town or from place to place in the same town carrying for sale or barter, or exposing for sale or barter, goods, wares or merchandise, shall be deemed a hawker or pedler within the meaning of this chapter. Hawkers and pedlers selling, *bartering*, or exposing for sale or barter, goods, wares or merchandise, except as permitted by the provisions of this chapter, shall forfeit not more than \$200 for each offence, to be equally divided between the commonwealth and the city or town in which the offence is committed. [R. L., c. 65, § 19, as am. by Gen. Acts, 1916, c. 242, § 1.]

985. Sale of certain articles prohibited. — The sale by hawkers or pedlers of jewelry, furs, wines, spirituous liquors and playing cards is prohibited. [R. L., c. 65, § 14, as am. by Gen. Acts, 1916, c. 242, § 2.]

986. Certain articles may be sold without a license. — Hawkers and pedlers may sell without a license books, newspapers, pamphlets, fuel, provisions, yeast, ice, live animals, brooms, agricultural implements, hand tools used in making boots and shoes, gas or electric fixtures and appliances, flowering plants, wild or uncultivated flowers, fruits, nuts and berries; and fruit, agricultural and other products, if such fruit and products are those of their own labor or of the labor of their families: *provided*, that such sales are not made in violation of an ordinance or by-law of the city or town. . . . [R. L., c. 65, § 15, as last am. by Gen. Acts, 1916, c. 48, and by Gen. Acts, 1916, c. 242, § 3.]

987. Cities and towns may license hawkers and pedlers. — . . . Cities and towns may by ordinance or by by-law, not inconsistent with the provisions of this chapter, regulate the sale and exposing for sale by hawkers and pedlers of said articles *without the payment of any fee*, and may affix penalties for the violation of such regulations. Cities and towns may require hawkers and pedlers of fish, fruit and vegetables to be licensed, provided that the license fee does not exceed that prescribed by [R. L., c. 65, § 19, see paragraph 990], *as amended*, for a license embracing the same territorial limits. *But a person who peddles only fruits and vegetables or other farm products, raised or produced by himself or family*, shall not be deemed a hawker or pedler under the provisions of this chapter. [R. L., c. 65, § 15, as last am. by Gen. Acts, 1916, c. 48, and by Gen. Acts, 1916, c. 242, § 3.]

987A. Keepers of junk shops may be licensed. — The mayor and aldermen of any city except Boston, and in Boston, the police commissioner, and the selectmen of any town, if ordinances or by-laws therefor have been adopted in such city or town, may license suitable persons to be dealers in and keepers of shops for the purchase, sale or barter of junk, old metals or second hand articles, in such city or town. They may also license suitable persons as junk collectors, to collect, by purchase or otherwise, junk, old metals and second hand articles from place to place in such city or town; and they may provide that such collectors shall display badges upon their persons or upon their vehicles, or upon both, when engaged in collecting, transporting

¹ For licensing of minors, see under Women and Children.

or dealing in junk, old metals or second hand articles; and may prescribe the design thereof. They may also provide that such shops and all articles of merchandise therein, and any place, vehicle or receptacle used for the collection or keeping of the articles aforesaid, may be examined at all times by the mayor and aldermen or selectmen, or by any person by them respectively authorized thereto. The aforesaid licenses may be revoked at pleasure, and shall be subject to the provisions of §§ 186 to 189, inclusive, of this chapter. [R. L., c. 102, § 29, as last am. by Acts, 1910, c. 554, § 1, and by Gen. Acts, 1917, c. 130.]

989. Special licenses may be granted. — *The commissioner of weights and measures may grant a license to go about exposing for sale or barter and selling or bartering any goods, wares or merchandise, the sale of which is not prohibited by [R. L., c. 65, § 14], to any person who files in his office a certificate signed by the mayor of a city or by a majority of the selectmen of a town, stating that to the best of his or their knowledge and belief the applicant therein named is of good repute as to morals and integrity, and is, or has declared his intention to become, a citizen of the United States. The mayor or selectmen, before granting such certificate, shall require the applicant to make oath that he is the person named therein, and that he is, or has declared his intention to become, a citizen of the United States. The oath shall be certified by a justice of the peace and shall accompany the certificate. The commissioner shall cause to be inserted in every such license the amount of the license fee and the name of the city or town for which it is issued. . . . [R. L., c. 65, § 19, as last am. by Gen. Acts, 1915, c. 253, § 1, and by Gen. Acts, 1916, c. 242, § 6.]*

990. Fees for licenses. — . . . The licensee may sell or barter in any city and town mentioned in his license any goods, wares or merchandise, not prohibited in section fourteen, upon payment to the commissioner of the following fees: for each town containing not more than one thousand inhabitants, according to the then latest census, state or national, *four* dollars; for each town containing more than one thousand and not more than two thousand inhabitants, *seven* dollars; for each town containing more than two thousand and not more than three thousand inhabitants, *nine* dollars; for each town containing more than three thousand and not more than four thousand inhabitants, *eleven* dollars; and for each city and for all other towns, *eleven* dollars, and one dollar for every one thousand inhabitants thereof over four thousand; but the fee shall in no case exceed twenty-six dollars, and the amount paid shall be certified on the face of the license. *The commissioner shall retain one dollar for every city and town named in each of the above described licenses, and shall pay over to the respective cities and towns at least semi-annually the balance of said fees so received. The commissioner may grant, as aforesaid, special state licenses upon payment by the applicant of \$50 for each license; and the licensee may expose for sale or barter in any city or town in the commonwealth any fish, fruits, vegetables, or other goods, wares or merchandise, the sale of which is not prohibited by statute. [R. L., c. 65, § 19, as last am. by Gen. Acts, 1915, c. 253, § 1, and by Gen. Acts, 1916, c. 242, § 6.]*

990A. Applicants to file bonds. — Every itinerant vendor, whether principal or agent, shall, before commencing business in this commonwealth, make application in writing, under oath, to the commissioner of weights and measures for a license, stating the names and residences of the owners or parties in whose interest said business is conducted, shall make a special deposit of \$500 with the commissioner or shall give a bond in the sum of five hundred dollars, payable to the commissioner and his successors, with sureties approved by the commissioner, conditioned upon (1) compliance

with the provisions of this chapter, (2) payment of all fines or penalties incurred by him through violations of the provisions of this chapter, and (3) payment or satisfaction of any judgment obtained against him in behalf of any creditor whose claim arises in connection with the business done under the licensee's state license and who, before the expiration of sixty days from the date of the expiration or return and cancellation of the said state license, shall have given due notice of his claim to the commissioner; and pay to him a state license fee of twenty-five dollars. The commissioner shall thereupon issue to him an itinerant vendor's license authorizing him to do business in this commonwealth for the term of one year from the date thereof. Every license shall contain a copy of the application therefor, shall not be transferable, shall not authorize more than one person to sell goods as an itinerant vendor, either by agent or clerk or in any other way than in his own proper person, shall expire in one year from the date thereof and may be earlier surrendered for cancellation. A licensee may have the assistance of one or more persons in conducting his business who may aid him but not act for or without him. [R. L., c. 65, § 3, as last am. by Gen. Acts, 1917, c. 257, § 2.1]

991. Special county licenses. — *The commissioner of weights and measures may also grant as aforesaid special county licenses for each county mentioned therein; and the licensee may expose for sale or barter within such county any goods, wares or merchandise manufactured by himself or by his employer and not prohibited in [R. L., c. 65], § 14, upon paying to the commissioner the amounts following: for Suffolk, Essex, Middlesex and Worcester, each, five dollars; for Norfolk, Plymouth, Bristol, Berkshire and Hampden, each, four dollars; for Franklin, Hampshire and Barnstable, each, three dollars; and for Dukes County and Nantucket, each two dollars. The license shall describe the manufactured article or articles to be sold or bartered under it and shall not authorize the sale or barter of any other article by the licensee. The commissioner shall retain one dollar for every county named in each of the above described licenses, and shall pay over to the treasurers of the respective counties at least semi-annually the balance of said fees so received. [R. L., c. 65, § 20, as am. by Gen. Acts, 1915, c. 253, § 2, and by Gen. Acts, 1916, c. 242, § 7.]*

992. Transfer of license. — A license granted under the provisions of section 19 [see paragraph 990] may be transferred by the commissioner of weights and measures upon application therefor and upon evidence furnished by the applicant like that required for granting a license. The transferee shall thereafter be liable in all respects as if he were the original licensee, and no person shall thereafter sell under such license except the person named in such transfer. [R. L., c. 65, § 22, as am. by Gen. Acts, 1915, c. 253, § 3.]

994. Records of licenses. — *The commissioner of weights and measures shall keep a record of all licenses granted by him, with the number of each, the name and residence of the licensee, and the counties, cities and towns, if any, mentioned therein, and of all transfers of licenses; and all such records shall be open to public inspection. This chapter or a synopsis thereof shall be printed on every license. All licenses granted under the provisions of this chapter shall bear date of the day on which they are issued and shall continue in force for one year from that date. [R. L., c. 65, § 23, as am. by Gen. Acts, 1915, c. 253, § 4, and by Gen. Acts, 1916, c. 242, § 8.]*

995. Fees. — All of the aforesaid fees paid to the commissioner shall be for the use of the commonwealth; and all such fees paid to the treasurer of a county, city or

¹ Other sections of the amending act, not so relevant to the issuance of licenses, have been omitted.

town shall be for the use of the county, city or town. *Any license granted by the commissioner of weights and measures under the provisions of this chapter, or of any act in amendment thereof or in addition thereto, may be revoked by the commissioner upon conviction of the licensee of any crime which, in the judgment of the commissioner, warrants such revocation. Whenever any person is convicted of a violation of any provision of this chapter or a licensee is convicted of any crime, the commissioner shall be notified by the clerk or trial justice of the court in which the conviction occurred.* [R. L., c. 65, § 24, as last am. by Gen. Acts, 1915, c. 253, § 5, and by Gen. Acts, 1916, c. 242, § 9.]

996. Licensee to carry his license, endorsed; and to be provided with badges, etc. — Every person licensed to peddle as aforesaid shall endorse his usual signature upon his license. The licensee shall produce his license for inspection when the same is demanded of him by a mayor, alderman, selectman, commissioner or inspector or sealer of weights and measures, city or town treasurer or clerk, constable, police officer or justice of the peace, and if he fails or refuses so to do shall be subject to the same penalty as if he had no license. *The commissioner of weights and measures shall, at the expense of the licensee, provide a badge for each foot pedler and plates or tags for each pack, parcel, wagon, or other vehicle used in peddling. Such badges, plates or tags shall bear the number of the license, the word "pedler", and such other information as the commissioner may deem necessary. Each foot pedler shall wear his badge in a conspicuous place, and each wagon or other vehicle shall bear the name of the licensee plainly inscribed or painted on the body of the vehicle, and shall also have attached to the front or side of the body of the vehicle, in a place where it may readily and plainly be seen, the plate or tag provided by the commissioner with the license number attached thereto.* [R. L., c. 65, § 25, as am. by Gen. Acts, 1915, c. 253, § 6, and by Gen. Acts, 1916, c. 242, § 10.]

997. License not to defeat a prosecution. — No license to go about offering for sale, bartering or selling as aforesaid shall defeat or bar a prosecution against the person licensed, if it is proved that he exposed for sale any articles, except such as are permitted by § 15 [see paragraph 986], in a county, city or town in which he was not licensed to sell. [R. L., c. 65, § 26, as am. by Gen. Acts, 1916, c. 242, § 11.]

998. Counterfeiting of license. — Whoever counterfeits or forges a license, or has a counterfeited or forged license in his possession with intent to utter or use the same as true, knowing it to be false or counterfeit, and whoever attempts to sell under a license which has expired or is forfeited, or which has not been issued or transferred to him, or has in his possession another's license with intent to use the same, shall be punished by a fine not exceeding \$1,000. [R. L., c. 65, § 27, as am. by Gen. Acts, 1916, c. 242, § 12.]

1000. Violation of pedler's law. — *The commissioner and inspectors of weights and measures of the commonwealth and, within their respective cities and towns, sealers or deputy sealers of weights and measures, constables and police officers shall arrest and prosecute every hawker and pedler, and itinerant vendor, whom they may have reason to believe guilty of violating the provisions of this chapter relating to hawkers and pedlers and itinerant vendors.* [R. L., c. 65, § 29, as am. by Gen. Acts, 1915, c. 253, § 7, and by Gen. Acts, 1916, c. 120, § 6.]

1000A. Transfer of documents, files, etc. — All documents, papers and files now in the hands of the secretary of the commonwealth pertaining to the granting of licenses to hawkers and pedlers shall be delivered to the commissioner of weights and measures. [Gen. Acts, 1915, c. 253, § 8.]

ENGINEERS AND FIREMEN.

1001. Operators of steam boilers and engines to be licensed. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: — No person shall have charge of or operate a steam boiler or engine in this commonwealth, except boilers and engines upon locomotives, motor road vehicles, boilers and engines in private residences, boilers in apartment houses of less than five apartments, boilers and engines under the jurisdiction of the United States, boilers and engines used for agricultural purposes exclusively, boilers and engines of less than nine horse power, and boilers used for heating purposes exclusively which are provided with a device approved by the chief of the district police limiting the pressure carried to fifteen pounds to the square inch, unless he holds a license as hereinafter provided. The owner or user of a steam boiler or engine, other than boilers or engines above excepted, shall not operate or cause to be operated a steam boiler or engine for a period of more than one week, unless the person in charge of and operating it is duly licensed: *provided, however, that in manufacturing plants an unlicensed person may operate, under a licensed person on duty, a simple non-condensing engine of not more than one hundred and fifty horse power.* [Gen. Acts, 1915, c. 259, § 1.]

1002. Prima facie evidence. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: — If such steam engine or boiler is found to be in charge of, or operated by, a person who is not a duly licensed engineer or fireman and, after a lapse of one week from such time, it is again found to be operated by a person who is not duly licensed, it shall be deemed prima facie evidence of a violation of the provisions of the preceding section. [Gen. Acts, 1915, c. 259, § 2.]

1003. Definition of certain words and phrases. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: — The words "have charge" or "in charge", in this act, shall designate the person under whose supervision a boiler or engine is operated. The words "operate", "operated" or "operating", in the two preceding sections, shall designate the person who *manipulates* any appurtenances of a boiler or engine: *provided, however, that to work with a licensed person there may be employed not more than one unlicensed person who, in the presence of and under the personal direction of the licensed person, may operate the appurtenances of a boiler or engine.* [Gen. Acts, 1915, c. 259, § 3.]

1004. Application for examination as engineer or fireman. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: — Whoever desires to act as engineer or fireman shall apply for a license therefor to the state inspector of boilers for the city or town in which he resides or is employed, upon blanks to be furnished by the boiler inspection department of the district police. The application shall be accompanied by a fee of \$1, and shall show the total experience of the applicant. *The examinations shall be uniform throughout the commonwealth.* . . . [Gen. Acts, 1915, c. 259, § 4.]

1005. Applicant to make oath to statements in his application. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: — The applicant shall make oath to the statements contained in his application, and the members of the boiler inspection department of the district police are hereby authorized to administer the oath. Wilful falsification in the matter of a statement contained in an application shall be deemed a sufficient cause for the revocation of the license at any time. . . . [Gen. Acts, 1915, c. 259, § 5.]

1006. To be given a practical examination. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: — . . . The applicant shall be given a practical examination, and, if found competent and trustworthy, he shall receive a license graded according to the merits of his examination. . . . [*Gen. Acts, 1915, c. 259, § 6.*]

1007. Classes of licenses. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: — Licenses shall be granted according to the competence of the applicant and shall be distributed in the following classes: —

[a] Engineers' licenses: 1st class, to have charge of and operate any steam plant. 2d class, to have charge of and operate a boiler or boilers, and to have charge of and operate engines, no one of which shall exceed 150 horse power, or to operate a 1st class plant under the engineer in direct charge of the plant. 3d class, to have charge of and operate a boiler or boilers not exceeding in the aggregate 150 horse power, and an engine, or engines, not exceeding 50 horse power each, or to operate a 2nd class plant under the engineer in direct charge of the plant. 4th class, to have charge of and operate hoisting and portable engines and boilers. Portable class, to have charge of or to operate portable boilers and portable engines, except hoisting engines or steam fire engines. Steam fire engineers' class, to have charge of or to operate steam fire engines and boilers.

[b] Firemen's licenses: — Extra 1st class, to have charge of and operate any boiler or boilers. 1st class, to have charge of and operate any boiler or boilers where the safety valve or valves are set to blow at a pressure not exceeding 25 pounds to the square inch, or to operate high pressure boilers under the engineer or fireman in direct charge thereof. 2nd class, to operate any boiler or boilers under the engineer or fireman in direct charge thereof. A person holding an extra 1st class or 1st class fireman's license may operate a 3rd class plant under the engineer in direct charge of the plant.

[c] Special licenses: — A person who desires to have charge of or to operate a particular steam plant, may if he files with his application for such examination a written request signed by the owner or user of the plant, be examined as to his competence for such service and no other, and, if found competent and trustworthy, he shall be granted a license for such service and no other: *provided, however, that no special license shall be granted to give any person charge of or permission to operate an engine of over 150 horse power, except that where the main power plant is run by water power exclusively during the major part of the time, and has auxiliary steam power for use during periods of low water, a special license may be issued to an applicant holding an engineer's license.* [*Gen. Acts, 1915, c. 259, § 7.*]

1007A. Horse power of boilers. — The horse power of a boiler shall be ascertained upon a basis of three horse power for each square foot of grate surface or equivalent, when the safety valve is set to blow at a pressure exceeding twenty-five pounds per square inch, and on a basis of one and one half horse power for each square foot of grate surface or equivalent, when the safety valve is set to blow at twenty-five pounds pressure per square inch or less.

The horse power of a reciprocating steam engine shall be ascertained upon the basis of a mean effective pressure of forty pounds per square inch of piston for a simple engine, fifty pounds for a condensing engine, and seventy pounds for a compound engine, calculated upon the area of the high pressure piston. A variable speed engine shall be rated at its designed mean speed.

A steam turbine engine shall be rated at less than nine horse power when the external diameter of the steam supply pipe does not exceed one and three fourths inches. A steam turbine engine shall be rated at fifty horse power when the external diameter of the steam supply pipe exceeds one and three fourths inches, and does not exceed three and one half inches. A steam turbine engine shall be rated at one hundred and fifty horse power when the external diameter of the steam supply pipe exceeds three and one half inches, and does not exceed five inches. [*Gen. Acts, 1915, c. 259, § 8.*]

1008. Qualifications necessary for examination in the different classes. —

Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: —

[a] *First class engineer.* — . . . To be eligible for examination for a first class engineer's license, a person must have been employed for not less than three years as a steam engineer in charge of a steam plant or plants having at least one engine of over one hundred and fifty horse power, or he must have held and used a second class engineer's license in a second class or first class plant or plants for not less than one and one half years.

[b] *Second class engineer.* — . . . To be eligible for examination for a second class engineer's license, a person must have been employed as a steam engineer in charge of a steam plant or plants having at least one engine of over fifty horse power for not less than two years, or he must have held and used a third class engineer's license either as an engineer, assistant engineer or fireman for not less than one year, or have held and used a special license to operate a first class plant for not less than two years; except that any person who has served three years as apprentice to the machinist or boiler-making trade in stationary, marine or locomotive engine or boiler works and who has been employed for one year in connection with the operation of a steam plant, or any person graduated as a mechanical engineer from a duly recognized school of technology who has been employed for one year in connection with the operation of a steam plant, shall be eligible for examination for a second class engineer's license. . . .

[c] *Third class engineer.* — . . . To be eligible for examination for a third class engineer's license, a person must have been employed as a steam engineer, or fireman in charge of or operating boilers, for not less than one and one half years, or he must have held and used a first class fireman's license for not less than one year. . . .

[d] *First class fireman.* — . . . To be eligible for examination for a first class fireman's license, a person must have been employed as a steam engineer or fireman in charge of or operating boilers for not less than one year, or he must have held and used a second class fireman's license for not less than six months. . . . [*Gen. Acts, 1915, c. 259, § 4.*]

1009. Board of examiners. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: — . . . An applicant for a first class or second class engineer's license or for a special license shall be examined by a board of three examiners, one of whom may be the chief inspector, and, if the applicant is employed, one member of said board shall be the state inspector of boilers for the city or town in which the applicant is employed, and the decision of said board shall be final. . . . [*Gen. Acts, 1915, c. 259, § 5.*]

1010. Applicant may have one person present during examination. —

Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: — . . . The applicant shall have the privilege of having one person present during his examination, who shall take no part in the same but who may take notes if he

so desires. A period of ninety days shall elapse between examinations, except in the case of an appeal as hereinafter provided. [*Gen. Acts, 1915, c. 259, § 5.*]

1011. Licenses to continue in force, until. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: — A license shall continue in force until it is suspended or revoked for the incompetence or untrustworthiness of the licensee, except that a special license shall not continue in force after the holder thereof ceases to be employed in the plant specified in the license. . . . [*Gen. Acts, 1915, c. 259, § 6.*]

1012. When license is suspended or revoked. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: — . . . A person whose license is suspended or revoked shall surrender his license to a member of the boiler inspection department. If a new license of a different grade is issued, the old license shall be destroyed by the examiner. If a license is lost, or is destroyed by fire or other means, a new license shall be issued in its place, without re-examination of the licensee, upon satisfactory proof of an examiner of such loss or destruction. [*Gen. Acts, 1915, c. 259, § 6.*]

1013. Licenses shall be conspicuously displayed in engine or boiler rooms. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: — An engineer's or fireman's license, granted under the provisions of the seven preceding sections¹ or the corresponding provisions of earlier laws, shall be placed so as to be easily read in a conspicuous place in the engine room or boiler room of the plant operated by the licensee. . . . [*Gen. Acts, 1915, c. 259, § 10.*]

1014. Applicants may appeal from action of examiners. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: — A person who is aggrieved by the action of an examiner in refusing, suspending or revoking a license, may appeal therefrom to the chief inspector of the boiler inspection department, who shall appoint three members of the boiler inspection department to act together as a board of appeal, one of whom may be said chief inspector. If an appeal is taken, it must be within one week after the decision of the examiner. The appellant shall have the privilege of having one person present during the hearing of his appeal, who shall take no part in the same but who may take notes if he so desires. The decision of the majority of the said examiners, acting as a board of appeal, shall be final. [*Gen. Acts, 1915, c. 259, § 9.*]

1015. Licenses in effect, when. — This act shall take effect *upon its passage*, and a license *then* in force shall continue in force until it is suspended or revoked for the incompetence or untrustworthiness of the licensee, except that a special license shall not continue in force after the holder thereof ceases to be employed on the plant specified in the license. A license in force *upon the passage of this act* may be exchanged for a license of the same class under this act at any time thereafter, on application to the boiler inspection department of the district police, upon forms to be furnished by said department. The applicant shall make oath to the statements contained in the said application, and the members of the boiler inspection department of the district police are hereby authorized to administer the oath. [*Gen. Acts, 1915, c. 259, § 12.*]

1016. Boiler inspection department to enforce act. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: — The boiler inspection department of the district police shall act as examiners and enforce the provisions of

¹ Refers to §§ 3 to 9. (See paragraphs 1003-1007, 1007 A, 1008-1012 and 1014.)

this act, and whoever violates any provision *hereof* shall be punished by a fine of not less than ten nor more than \$300, or by imprisonment for not more than three months. A trial justice shall have jurisdiction of complaints for violations of *this act*, and in such cases may impose a fine of not more than \$50. All members of the boiler inspection department of the district police shall have authority, in the pursuance of their duty, to enter any premises on which a boiler or engine is situated, and any person who hinders or prevents or attempts to prevent any state boiler inspector from so entering shall be liable to the penalty specified in this section. [*Gen. Acts, 1915, c. 259, § 11.*]

HOISTING MACHINE OPERATORS (OTHER THAN STEAM).

1017. Operators of certain hoisting machinery must be licensed. — No person shall operate derricks, cableways, machinery used for discharging cargoes, temporary elevator cars used on excavation work or used for hoisting building material, when the motive power to operate such machinery is mechanical and other than steam, unless he holds a license as hereinafter provided [see Acts, 1911, c. 656, § 3]. The owner or user of hoisting machinery specified in this section shall not operate, or cause to be operated, such machinery for a period of more than one week, unless the person operating it is duly licensed. *An applicant for a license under the provisions of this section shall be examined only as to his ability to use the particular machinery or contrivance, whether it be a gasoline engine or electric engine or otherwise, which he desires to operate, and the license granted to him shall be limited to the particular kind of machinery in the use of which he has been examined; but, if he so requests, the applicant may be examined as to his proficiency in the various kinds of machinery or apparatus used for hoisting, and the license granted to him shall include those kinds of machinery or apparatus in respect to which he is found to be competent.* [Acts, 1911, c. 656, § 1, as am. by Gen. Acts, 1915, c. 211.]

1063A. Application of Acts, 1914, c. 791. — The provisions of Acts, 1914, c. 791, shall not apply to any cinematograph or similar apparatus operated with only cellulose acetate films not more than one inch and one fourth in width and using only an enclosed incandescent lamp. [*Gen. Acts, 1915, c. 169.*]

CHAUFFEURS.¹

1065. Licensing of chauffeurs.² — No person shall operate a motor vehicle upon any way in this commonwealth unless licensed under the provisions of this act, except as is otherwise herein provided; but the provisions of this section shall not prevent the operation of motor vehicles by unlicensed persons if riding with or accompanied by a licensed chauffeur or operator, excepting only persons who have been licensed and whose licenses are not in force because of revocation or suspension, *persons whose right to operate has been suspended by the commission*, and persons less than sixteen year of age; but such licensed chauffeur or operator shall be liable for the violation of any provision of this act or of any regulation made in accordance herewith committed by such unlicensed operator: *provided, however*, that the examiners of chauffeurs and operators, in the employ of the commission, when engaged in their official duty,

¹ For complete legislation, rules, and regulations governing the licensing of chauffeurs and the operation of motor vehicles, see manuals issued by the Massachusetts Highway Commission.

² A chauffeur licensed in a state other than Massachusetts may, under conditions prescribed, operate in this state a motor vehicle owned by a non-resident.

shall not be liable for the acts of any person who is being examined. . . . [Acts, 1909, c. 534, § 10, as last am. by Acts, 1914, c. 204, § 3, and by Gen. Acts, 1915, c. 16, § 4.]

1066. Motor vehicles not to be operated except by licensed person. — No person shall employ for hire as a chauffeur any person not specially licensed as aforesaid. No person shall allow a motor vehicle owned by him or under his control to be operated by any person who has no legal right to do so, or in violation of the provisions of this act. [Acts, 1909, c. 534, § 12, as am. by Acts, 1911, c. 37, and by Gen. Acts, 1915, c. 16, § 5.]

1067. Examination for chauffeur's license. — Application to operate *motor vehicles* may be made, by mail or otherwise, to the commission or its duly authorized agent upon blanks prepared under its authority. The fees provided in [Acts, 1909, c. 534,] § 29 shall be deposited with the application. Before such a license is granted the applicant shall pass such examination as to his qualifications as the commission shall require, and no license shall be issued until the commission or its authorized agent is satisfied that the applicant is a proper person to receive it. No operator's license shall be issued to any person under sixteen years of age. To each person shall be assigned some distinguishing number or mark, and the licenses issued shall be in such form as the commission shall determine; they may contain special restrictions and limitations concerning the type of motor power, horse power, design and other features of the *motor vehicles* which the licensee may operate; they shall contain the distinguishing number or mark assigned to the licensee, his name, place of residence and address, and a brief description of the licensee for the purposes of identification; and such other information as the commission shall deem necessary. A person to whom a license to operate *motor vehicles* has been issued, unless such license contains a special limitation or restriction, may operate any registered motor vehicle. Special licenses shall be issued to chauffeurs, but no such license shall be issued to any person less than eighteen years of age. Every person licensed to operate *motor vehicles* as aforesaid shall endorse his usual signature on the margin of the license, in the space provided for the purpose, immediately upon the receipt of said license, and such license shall not be valid until so endorsed. . . . [Acts, 1909, c. 534, § 8, as am. by Acts, 1910, c. 605, § 3, and by Gen. Acts, 1915, c. 10, § 1.]

1069. Fees. — The commission or its authorized agents shall collect fees as follows:

For every original operator's or chauffeur's license to operate automobiles, two dollars.

For every renewal of any operator's or chauffeur's license to operate automobiles, one dollar.

For every examination given to an applicant for a license or for the renewal of a license to operate motor vehicles, two dollars.

For every additional copy of a certificate of registration or license, fifty cents.

[Acts, 1909, c. 534, § 29, as am. by Acts, 1914, c. 695, and by Gen. Acts, 1916, c. 140.]

1070. Certain words defined. — Terms used in this chapter shall be construed as follows, unless a different meaning is clearly apparent from the language or context or unless such construction is inconsistent with the manifest intention of the legislature: —

"Automobile" shall include all motor vehicles except motor cycles.

"Chauffeur" shall mean any person who operates a motor vehicle and who directly or indirectly receives pay or any compensation whatsoever for any work or services in connection *therewith*, except only manufacturers, agents, proprietors of garages and dealers, who do not operate for hire. An employee of a manufacturer or a dealer whose principal occupation is that of a salesman may at the discretion of the commission be exempted from this definition and be designated as an operator.

"Commission" shall mean the Massachusetts highway commission.

"Motor vehicle" shall include automobiles, motor cycles and all other vehicles propelled by power other than muscular power, except railroad and railway cars and motor vehicles running only upon rails or tracks, . . . and . . . road rollers. . . . [See paragraph 1070A.]

[*Acts, 1909, c. 534, § 1, as am. by Gen. Acts, 1915, c. 16, § 1.*]

1070A. Licensing of operators of motor vehicles used for municipal purposes. — Whoever operates a motor ambulance, and whoever operates a street sprinkler, fire engine or other fire apparatus, police patrol wagon or any other vehicle which is used by the police, park or other department of any city or town solely for the official business of the city or town, and which is propelled by power other than muscular power shall be subject to all of the provisions of Acts, 1909, c. 534, and acts in amendment thereof, relating to chauffeurs and operators of motor vehicles. [*Gen. Acts, 1915, c. 11.*]

1070B. Licensing by cities and towns of motor vehicles carrying passengers for hire authorized. — (a) *Cities and towns given such authority; bond to be filed.* — Cities and towns shall have authority to license and regulate the transportation of passengers for hire as a business between fixed and regular termini by means of any motor vehicle, except the trackless trolley vehicle, so-called, not running on tracks or rails, and may impose reasonable license fees, make regulations for the operation of such vehicles within their own limits, and impose suitable penalties for the violation of such regulations: *provided, however*, that no such motor vehicle shall be operated as aforesaid until the licensee of the vehicle, in addition to complying with all regulations of the city or town in which the vehicle is to be operated, shall have deposited with the treasurer of any city or town in which a license has been taken out, security by bond or otherwise, approved by the city or town treasurer, in such sum as the city or town may reasonably require, conditioned to pay any final judgment obtained against the principal named in the bond for any injury to person or property, or damage for causing the death of any person, by reason of any negligent or unlawful act on the part of the principal named in said bond, his or its agents, employees or drivers, in the use or operation of any such vehicle. Any person so injured or damaged may sue on the bond in the name of the city or town treasurer, and damages so recovered shall go to the person injured or damaged. [*Gen. Acts, 1916, c. 293, § 1.*]

(b) *Not more than one bond necessary.* — Nothing in this act shall be construed as requiring the licensee to file more than one bond, which shall be filed in any city or town in which a license has been taken out. [*Gen. Acts, 1916, c. 293, § 2.*]

(c) *To take effect only upon acceptance.* — This act shall take full effect in cities upon its acceptance by the city council, and in towns upon its acceptance by the

voters of the town at any duly called town meeting. For the purpose of submitting this act to cities and to towns, it shall take effect upon its passage. [*Gen. Acts, 1916, c. 293, § 3.*]

ELECTRICIANS.

1085A. Electricians to be licensed, when. — Except as hereinafter provided, no person, firm or corporation shall, after Sept. 1, 1915, enter into, engage in, or work at the business of installing wires, conduits, apparatus, fixtures or other appliances for carrying or using electricity for light, heat or power purposes in this commonwealth, either as a master or employing electrician or as a journeyman electrician, unless such person, firm, or corporation shall have received a license or certificate therefor, issued by the board provided for in section two of this act and in accordance with the provisions hereinafter set forth.

The words "master or employing electrician" as used in this act shall mean a corporation, firm or person, having a regular place of business, who, by the employment of journeymen, performs the work of installing wires, conduits, apparatus, fixtures and other appliances for carrying or using electricity for light, heat or power purposes.

The word "journeyman" as used in this act shall mean a person who does any work of installing wires, conduits, apparatus, fixtures and other appliances for hire. [*Gen. Acts, 1915, c. 296, § 1.*]

1085B. Appointment of examiners, examinations, etc. — On and after July 1, 1915, the chairman of the civil service commission, the fire prevention commissioner for the metropolitan district and the commissioner of education shall constitute the state examiners of electricians. They shall employ as clerk a practical electrician, who is a wage earner, and a citizen of the commonwealth, who has had at least ten years' experience in the installation of wires and appliances for carrying electricity for light, heat or power purposes. He shall receive such salary as shall be determined by the state examiners, subject to the approval of the governor and council, and shall hold his office for a term of three years. The three examiners shall receive no compensation for their services under the terms of this act. The compensation of the clerk and the travelling and other necessary expenses of the state examiners, not however to exceed five hundred dollars in the aggregate for each of the members thereof, shall, when approved by the governor and council, be paid from the treasury of the commonwealth.

The state examiners of electricians may make necessary rules for the proper performance of their duties.

They shall hold frequent examinations in the city of Boston, and, twice in each year, shall hold examinations in at least five other convenient places within the commonwealth, and they may hold annual or occasional examinations in other places. Public notice shall be given of all examinations.

The state examiners of electricians shall annually, on or before the first Wednesday in January, transmit to the secretary of the commonwealth a report to the general court of its doings.

In the conduct of the examinations they shall make uniform requirements for all cities and towns, which may be revised from time to time, as circumstances may require. Said examinations shall be sufficiently frequent to give ample opportunity for all applicants to be thoroughly and carefully examined, and may be supervised

by one or more of the members of the board, but no licenses shall be granted without the sanction of the board. Examinations may be given in writing or practical work, as deemed most advisable by the board.

The records of the meeting of said board shall be open for inspection at all times, and the board shall have printed annually a manual of its regulations, including the names of all licensees. [*Gen. Acts, 1915, c. 296, § 2.*]

1085C. Forms of licenses. — (1) Two forms of licenses shall be issued: — The first, hereinafter referred to as "certificate A", shall be known as "master electrician's certificate", the second, hereinafter referred to as "certificate B", shall be known as a "journeyman electrician's certificate."

A "master's certificate" shall be issued to any person, firm or corporation engaged in or about to engage in the business of installing electrical wires, conduits, apparatus, fixtures and other electrical appliances, that shall have qualified under the provisions of this act. A certificate of registration shall be issued specifying the name of the person, firm or corporation so applying, and the name of the person passing said examination, by which he or it shall be authorized to enter upon or engage in business as set forth therein: *provided, however*, that any person, firm or corporation that has been engaged in said business for at least five years next prior to the date of the application shall not be required to pass said examination, but shall present proof of fitness.

The holding of "certificate A" shall not entitle the holder individually to engage in or perform the actual work of installing electric wires, conduits and appliances as previously described in this act, but shall entitle him to conduct business as an employing or master electrician.

(2) "Certificate B," or a journeyman electrician's license, shall be granted to any person who has passed an examination before the examining board provided for in this act, or who shall present proof of fitness and that he has gained his livelihood by the occupation of electrician for five consecutive years next prior to the date of application. A certificate shall be issued specifying the name of the person so engaged, by which certificate such person shall be authorized to enter upon or engage in the occupation of journeyman electrician. Every person desiring an examination shall make application therefor in writing, accompanied by the proper fee. The fee for an examination for certificate "A" shall be \$25 and that for certificate "B" shall be \$1. An applicant who fails in his examination shall not have his fee returned to him, but shall be entitled to one re-examination free of charge. For each subsequent re-examination, he shall pay fifteen dollars in the case of certificate "A" and fifty cents in the case of certificate "B."

(3) All certificates "A" described in paragraph (1) of this section shall expire on the thirty-first day of July in each year, but may be renewed by the same person, firm or corporation, as represented by one or more of its members or officers, without further examination, upon the payment of a fee of \$15, application therefor being made during the month next prior to said expiration of said certificate.

(4) All certificates "B" described in paragraph (2) of this section shall expire on the thirty-first day of July in each year, but may be renewed upon the payment of a fee of fifty cents, and upon the same conditions set forth in paragraph (3) of this section.

(5) All holders of certificates "A" shall keep their certificate of registration displayed in a conspicuous place in their principal offices or places of business, and all

holders of certificates "B" shall be furnished by said board with evidence of their having been so licensed, in card form or otherwise, which shall be carried on the person of the licensee and exhibited on request. [*Gen. Acts, 1915, c. 296, § 3.*]

1085D. Licenses not transferable. — No certificates issued under the provisions of this act, to either master or journeyman, shall be assignable or transferable. Said certificates may be suspended or revoked by the board of examiners upon failure or refusal of the licensee to comply with the rules and requirements of said business as set forth by the board of gas and electric light commissioners, and for other and sufficient causes after a hearing has been held. Such suspension or revocation by said board shall be subject to review by the board of gas and electric light commissioners. [*Gen. Acts, 1915, c. 296, § 4.*]

1085E. Penalties. — Any person, firm or corporation, or employee thereof, and any representative, or any member or officer of such firm or corporation individually entering upon or engaging in the business and work hereinbefore defined, without having complied with the provisions of this act, shall be punished by a fine of not less than \$10 nor more than \$100 for the first offence, and for a second offence by a fine of not less than \$50 nor more than \$500, or by six months' imprisonment in the house of correction, or by both such fine and imprisonment. [*Gen. Acts, 1915, c. 296, § 5.*]

1085F. Disposition of fees and fines, etc. — No person, firm or corporation holding a master's certificate shall be held liable for work done by any of his or its employees without authorization, unless it shall appear that such work was done with his or its knowledge or consent or by his or its authorization.

All fees and fines collected under the provisions of this act shall be paid into the treasury of the commonwealth as hereinbefore provided. [*Gen. Acts, 1915, c. 296, § 6.*]

1085G. Businesses exempt from the act. — This act shall not apply to the installation, repairing and wiring of elevators or to work in connection with the erection, construction, maintenance or repair of lines for the transmission of electricity from the source of supply to the service switch on the premises where it is used by municipal electric plants, by electric companies as defined in Acts, 1914, c. 742, § 1, or by gas companies authorized to engage in the business of making or selling electricity, by electric street railway companies or by electric railroad companies or by railroad companies; nor to the work of such plants or companies on premises owned or controlled by them; nor to the work of said municipal electric plants or of said electric or gas companies in installing, maintaining and repairing, on the premises of customers, service connections and meters and other apparatus and appliances which remain the property of such plants or companies after installation; nor to work in connection with the lighting of streets, alleys, private ways or private or public parks, areas or squares; nor to the work of companies incorporated for the transmission of intelligence by electricity in installing, maintaining or repairing wires, apparatus, fixtures or other appliances used in the business of such companies and necessary for or incident to such business, and whether such wires, conduits, apparatus, fixtures or other appliances are on its own premises or otherwise. [*Gen. Acts, 1915, c. 296, § 7.*]

1085H. Certain electricians excepted. — Nothing in this act shall be construed as forbidding the employment of learners or apprentices working with and under the direct personal supervision of journeymen electricians duly certified as provided in this act.

Electricians employed by theatrical companies may install such temporary wiring and appliances as may be required for the purpose of the engagement of any such company, subject to the supervision of some person licensed under the provisions of this act.

Electricians regularly employed by firms or corporations other than holders of class "A" certificates may install such electrical wiring, conduits and appliances or make such repairs as may be required only on the premises and property of said firms or corporations: *provided*, that said electricians hold a journeyman's license and have complied with all provisions set forth in this act. [*Gen. Acts, 1915, c. 296, § 8.*]

1085I. Penalty for misstatements by applicant. — Any person applying for a journeyman's license who makes any misstatement as to his experience or other qualifications, or any person, firm or corporation subscribing to or vouching for any such misstatement, shall be liable to the penalties set forth in § 4 [see paragraph 1085D] of this act. [*Gen. Acts, 1915, c. 296, § 9.*]

1085J. Repeals. — All acts and parts of acts inconsistent herewith are hereby repealed. [*Gen. Acts, 1915, c. 296, § 10.*]

1085K. Act to take effect, when. — This act shall take effect upon its passage except that its provisions imposing penalties shall not become operative until the board shall have been organized and at least sixty days shall have been allowed to enable applicants to secure licenses or certificates. [*Gen. Acts, 1915, c. 296, § 11.*]

15. PUBLIC EMPLOYMENT.¹

CIVIL SERVICE LAW.

1092A. Examinations, etc., of certain librarians and library workers. — The board of free public library commissioners is hereby authorized to determine by examination or by such rules as it may establish the selection and appointment of supervising librarians and all other library workers who are paid wholly or in part, under the authority of said board, from the treasury of the commonwealth.

The board shall keep a registry of librarians which shall give due credit for experience and successful accomplishment as well as for formal examination, in order to assist library trustees who seek advice from the board in securing qualified librarians and assistants.

Any expense incurred under this act shall be paid from the appropriation for expenses authorized by Acts, 1914, c. 373, § 2. [*Gen. Acts, 1915, c. 106, §§ 1, 2, 3.*]

1098. Users of intoxicating liquors ineligible. — Repealed by Gen. Acts, 1915, c. 76. Re-enacted in new form as follows: — No person habitually using intoxicating liquors to excess shall be appointed to or retained in any office, appointment or employment to which the provisions of this act [R. L., c. 19] apply. [*Gen. Acts, 1915, c. 76.*]

1102A. Peabody school janitors under civil service. — The janitors of the public schools of the town of Peabody shall hereafter be subject to the civil service laws and regulations, and their tenure shall be permanent, except that they may be removed in accordance with said laws and regulations; but the janitors now in service may continue therein without civil service examination.

This act shall take effect upon its acceptance by the selectmen of said town. [*Sp. Acts, 1916, c. 273, §§ 1, 2.*]

¹ See also under Workmen's Compensation and Pension Systems.

1102B. Superintendent of Fall River municipal hospitals and dispensaries to be under civil service. — The general superintendent of municipal hospitals and dispensaries in the city of Fall River shall hereafter be placed under the civil service laws and regulations, and his term of office shall be permanent, except that he may be removed in accordance with the civil service laws and the regulations made thereunder. But the person now holding said office may continue therein without passing the civil service examination. [*Sp. Acts, 1916, c. 313.*]

1102C. Civil service extended to cover members of fire department in West Springfield. — The provisions of R. L., c. 19, and all acts in amendment thereof and in addition thereto, are hereby made applicable to all present and future members of the fire department of the town of West Springfield.

This act shall be submitted to the voters of the town of West Springfield at the next regular town meeting or at any special town meeting duly called for the purpose, and if accepted by a majority of the voters voting thereon, shall thereupon take full effect. For the purpose of being submitted to the voters as aforesaid this act shall take effect upon its passage. [*Sp. Acts, 1916, c. 350, §§ 1, 2.*]

1102D. Marlborough city marshal or chief of police to be under civil service. — The provisions of R. L., c. 19, and all acts in amendment thereof and in addition thereto, and the civil service rules made thereunder, and all acts now or hereafter in force relating to the appointment and removal of police officers, shall apply to the city marshal or chief of police of the city of Marlborough.

This act shall be submitted to the voters of the city of Marlborough at the next municipal election, and shall take effect upon its acceptance by a majority of the voters voting thereon; otherwise it shall not take effect. [*Sp. Acts, 1916, c. 351, §§ 1, 2.*]

1102E. Revere chief of police to be under civil service. — The provisions of R. L., c. 19, and all acts in amendment thereof and in addition thereto, and the civil service rules made thereunder, and all acts now or hereafter in force relating to the appointment or removal of members of the police department of the city of Revere, shall apply to the chief of said department.

This act shall be submitted to the voters of the city of Revere at the next municipal election, and if accepted by a majority of the voters voting thereon shall thereupon take full effect; otherwise it shall not take effect. [*Sp. Acts, 1916, c. 360, §§ 1, 2.*]

1102F. Beverly chief of police to be under civil service. — The provisions of R. L., c. 19, and all acts in amendment thereof and in addition thereto, and the civil service rules and regulations made thereunder, and all acts now or hereafter in force relating to the appointment and removal of police officers, shall apply to the chief of police of the city of Beverly.

This act shall be submitted to the voters of the city of Beverly at the next municipal election and shall take effect upon its acceptance by a majority of the voters voting thereon; otherwise it shall not take effect. [*Sp. Acts, 1916, c. 364, §§ 1, 2.*]

1102G. Watertown inspector of poles and wires to be under the civil service. — The provisions of R. L., c. 19, and all acts in amendment thereof and in addition thereto, and the civil service rules and regulations made thereunder, shall apply to the inspector of poles and wires of the town of Watertown.

This act shall be submitted to the voters of the town of Watertown at the next annual town meeting and shall take effect upon its acceptance by a majority of the voters voting thereon; otherwise it shall not take effect. [*Sp. Acts, 1916, c. 365, §§ 1, 2.*]

1102H. Certain Natick employees to be under the civil service. — The board of fire engineers, the permanent and call firemen and members of the police department in the town of Natick shall be subject to the civil service laws and the regulations made thereunder, but without requiring any examination of the present incumbents of said positions.

This act shall take effect upon its acceptance by a majority of the legal voters of the said town present and voting thereon at any town meeting duly called for the purpose. If this act is submitted to the voters of the town of Natick at an annual town meeting the following question shall be placed on the official ballot used for the election of town officers: — "Shall an act passed by the general court in the year 1917 to extend the civil service laws to the board of fire engineers, the permanent and call firemen, and members of the police department in the town of Natick be accepted?"

The provisions of Acts, 1913, c. 835 and amendments thereof, in so far as the same are inconsistent herewith, shall not affect the proceedings under this act.

So much of this act as provides for its submission to the voters of the town of Natick shall take effect upon its passage. [*Sp. Acts, 1917, c. 11.*]

1102I. Caretakers of public playgrounds in Springfield to be under the civil service. — All appointments to the position of caretaker of the public playgrounds in the park department of the city of Springfield shall hereafter be made in accordance with the civil service laws and rules; but no person now holding the said position shall be required to take a civil service examination in order to retain the same.

This act shall take effect upon its acceptance by the city council of said city, with the approval of the mayor: *provided*, that such acceptance and approval occur on or before December thirty-first in the current year. [*Sp. Acts, 1917, c. 255, §§ 1, 2.*]

1102J. Springfield sanitary custodians to be under civil service. — All appointments to the position of sanitary custodian in the city of Springfield shall hereafter be made in accordance with the civil service laws and rules; but no person now holding the said position shall be required to take a civil service examination in order to retain the same.

This act shall take effect upon its acceptance by the city council of said city, with the approval of the mayor: *provided*, that such acceptance and approval shall occur on or before December thirty-first in the current year. [*Sp. Acts, 1917, c. 256, §§ 1, 2.*]

1102K. School janitors in Arlington to be under civil service. — The janitors of the public schools of the town of Arlington shall hereafter be subject to the civil service laws and regulations, and their tenure shall be permanent, except that they may be removed in accordance with said laws and regulations; but the janitors now in service may continue therein without civil service examination

This act shall be submitted to the voters of the town of Arlington at the next annual town meeting, and shall take effect upon its acceptance by a majority of the voters present and voting thereon. [*Sp. Acts, 1917, c. 268, §§ 1, 2.*]

1102L. Chief of the Gloucester fire department to be under the civil service. — The provisions of R. L., c. 19, and of all acts in amendment thereof and in addition thereto, and the civil service rules made thereunder, and all acts now or hereafter in force relating to the appointment and the removal of members of the fire department of the city of Gloucester shall apply to the chief of said department, but no examination shall be required of the present incumbent.

This act shall be submitted to the voters of the city of Gloucester at the municipal election for the current year, and if accepted by a majority of the voters voting thereon shall thereupon take effect; otherwise it shall not take effect. [*Sp. Acts, 1917, c. 271.*]

1102M. New Bedford firemen and engineers to be under civil service. — The chief engineer of the fire department of the city of New Bedford, and the first, second, and third assistant engineers of the department shall hereafter be subject to, and shall have the benefit of, the civil service laws and the rules and regulations made thereunder; but this act shall not require the passing of any examination by the present holders of the said offices.

A vacancy in the office of chief engineer may at any time be filled by the mayor, subject to confirmation by the city council. All vacancies in the office of assistant engineer shall be filled by appointment by the chief engineer, subject to confirmation by the mayor and board of aldermen.

This act shall take effect upon its acceptance by the city council of the city of New Bedford, with the approval of the mayor. [*Sp. Acts, 1917, c. 272, §§ 1, 2, 3.*]

1102N. Chief of the Holyoke fire department to be under civil service. — The chief of the fire department of the city of Holyoke shall hereafter be subject to the civil service laws and the regulations made thereunder.

This act shall take effect upon its acceptance by a majority of the voters of said city voting thereon at the next municipal election. [*Sp. Acts, 1917, c. 273, §§ 1, 2.*]

1102O. Lawrence city marshal to be under the civil service. — The provisions of R. L., c. 19, and all acts in amendment thereof and in addition thereto, and the civil service rules and regulations made thereunder, and all acts now or hereafter in force relating to the appointment and removal of police officers, shall apply to the city marshal of the city of Lawrence.

This act shall be submitted to the voters of the city of Lawrence at the next municipal election, and shall take effect upon its acceptance by a majority of the voters voting thereon. [*Sp. Acts, 1917, c. 288, §§ 1, 2.*]

1102P. Certain caretakers in Lawrence to be under civil service. — The caretakers of the public comfort station in the city of Lawrence shall hereafter be subject to the civil service laws and regulations, so far as the same are applicable, but without requiring their reappointment or examination.

This act shall take effect upon its acceptance by the city council of said city, with the approval of the mayor. [*Sp. Acts, 1917, c. 312, §§ 1, 2.*]

1113. Relating to removals, etc., in the civil service. — Every person now holding or hereafter appointed to an office classified under the civil service rules of the commonwealth, except members of the police department of the city of Boston, of the police department of the metropolitan park commission, and except members of the district police, whether appointed for a definite or stated term, or otherwise, who is removed therefrom, lowered in rank or compensation, or suspended, or, without his consent, transferred from such office or employment to any other, may, after a public hearing, as provided for by [Acts, 1905, c. 243], and within *thirty* days after such hearing, bring a petition in the police, district or municipal court within the judicial district where such person resides, addressed to the justice of the court and praying that the action of the officer or board in removing, suspending, lowering or transferring him may be reviewed by the court, and after such notice to such officer or board as the court may think necessary, it shall review the action of said officer or board, and hear *any* witnesses, and shall affirm said order unless it shall appear that

said order was made by said officer or board without proper cause or in bad faith, in which case said order shall be reversed and the petitioner be reinstated in his office. The decision of the justice of said police, district or municipal court shall be final and conclusive upon the parties. [*Acts, 1911, c. 624, § 1, as am. by Gen. Acts, 1915, c. 251.*]

1113A. Law relating to removals, etc., in the civil service not applicable to retirement of certain policemen. — The provisions of Acts, 1911, c. 624, shall not apply to the retirement on a pension of members of police departments in cities who are seventy years of age or more. [*Gen. Acts, 1916, c. 113, § 1.*]

1113B. Certain Fall River engineers may be promoted without examination. — The present first assistant call chief engineer of the fire department of the city of Fall River, who has served in that capacity for twelve consecutive years or more, shall be eligible to promotion to the office of deputy chief engineer of said department without a civil service examination, upon presenting a certificate from at least two reputable physicians that he is physically fit for the said office. [*Sp. Acts, 1917, c. 229, § 1.*]

1114A. Metropolitan Park Commission to employ more police officers. — The metropolitan park commission is authorized to appoint and employ as a call officer for temporary police duty on reservations and parkways under its control, any member of the reserve police force of any city or town within the metropolitan parks district, or any person on the list of the civil service commission as eligible for appointment to any such reserve police force: *provided*, that no such person shall so be employed for more than six months, in all, in any calendar year; and *provided, also*, that the assent of the chief of police of the city or town shall first be obtained for the employment of any member of the reserve police force of such city or town as herein provided. Employment by the said commission of any such reserve police officer shall not prevent his employment by the city or town in which he resides whenever his services may be required by the chief of police of the city or town.

Any person appointed or employed in accordance with the provision of this act shall, while on duty, have all the powers and authority conferred upon police officers of the metropolitan park commission by Acts, 1897, c. 121, § 3. [*Gen. Acts, 1916, c. 56, §§ 1, 2.*]

1114B. Certain employees of the Board of Gas and Electric Light Commissioners not subject to civil service. — Any present employee of the board of gas and electric light commissioners may be promoted, or reappointed at the end of his term of office, without being subjected to a civil service examination. The term of office of the present clerk of the board shall not be affected by this act. [*Gen. Acts, 1916, c. 220, § 3.*]

1120A. Civil service rules applicable to employees at the house of correction. — All appointments to positions at the house of correction of the penal institutions departments of the city of Boston shall hereafter be made in accordance with the civil service law and rules of the commonwealth. No person now employed in said department shall be required to take a civil service examination in order to retain his present position.

This act shall take effect on January 1, 1916. [*Sp. Acts, 1915, c. 116, §§ 1 and 2.*]

1132A. Transfer of laborers in the public service. — Laborers in the employ of the Boston transit commission may be transferred to the employ of any city or town in the metropolitan district without examination, and notwithstanding any restriction

in the civil service laws or regulations applicable to such transfers: *provided*, that a request to such effect be made by the head of a department in any such city, with the approval of the mayor, or by the chairman of the board of selectmen in any such town. [*Gen. Acts, 1917, c. 86.*]

1133. Time within which lamplighters may be appointed to certain positions in Boston extended. — Any person who was engaged in the occupation of lamplighter lighting the gas lamps in the streets, alleys, public grounds and parks of the city of Boston, on January 1, 1913, and who has lost or shall within six years from said first day of January lose his position by reason of a change in the street lighting methods employed by the city, may in the discretion of the mayor of said city be appointed to a position as laborer in the labor service of any department of the city for which such lamplighter is qualified and fitted by previous training and experience, or subject to the approval of said mayor by the head of any such department of said city without being subject as to his appointment to civil service rules, and without undergoing a civil service examination, and thereupon he shall be registered upon the list in the class to which he has been appointed and shall be subject to civil service laws and rules. [*Acts, 1913, c. 344, § 1, as am. by Acts, 1914, c. 440, § 1, and by Sp. Acts, 1916, c. 296, § 1.*]

1134. To take effect upon acceptance by mayor and city council. — This act shall take effect upon its acceptance¹ by the mayor and the city council of the city of Boston. [*Acts, 1913, c. 344, § 2, as am. by Acts, 1914, c. 440, § 2, and by Sp. Acts, 1916, c. 296, § 2.*]

1137A. Standardization of grades and compensation in civil engineering service to be investigated. — *Resolved*, That the commission on economy and efficiency² be directed to make an investigation relative to the standardization of grades and compensation in the civil engineering service of the commonwealth, as indicated in House Document No. 349 of the current year, and to report thereon with any recommendations which the commission may deem expedient, not later than the second Wednesday of January, 1916. [*Res. 1915, c. 132.*]

1144A. Definition of "call men" in fire departments. — The term "call men or part call men" as used in Acts, 1913, c. 487, § 1, as amended by Acts, 1914, c. 138, shall be construed to include substitute call men. [*Gen. Acts, 1916, c. 119, § 1.*]

WAGES AND SALARIES.

1158. Lists of employees of the commonwealth to be furnished, etc. — Repealed by Gen. Acts, 1917, c. 217. Re-enacted in new form as follows: — Every department, board, commission, bureau, office or institution of the commonwealth shall, at such times as the supervisor of administration may require, prepare and furnish to him such information as he may prescribe concerning all officials and employees of the commonwealth employed in or by such department, board, commission, bureau, office or institution for whose services money has been paid from the treasury of the commonwealth. Such information shall be collected at least once in every fiscal year and shall cover the fiscal year preceding. From the information so collected the supervisor shall keep a record, open to public inspection, showing the name, residence, designation, rate of compensation and date of appointment or qualification

¹ Acts, 1913, c. 344, and Acts, 1914, c. 440, were accepted by the mayor of Boston and the city council on April 4, 1913, and August 18, 1914, respectively.

² Succeeded by the Supervisor of Administration.

of every such official and employee, and any increase in the rate of salary or compensation paid to him during the preceding fiscal year. The record shall also contain such other information concerning such officials and employees as, in the opinion of the supervisor, may be desirable. It shall be the duty of the auditor of the commonwealth, upon request of the supervisor, to verify a list of officials and employees, the amounts and rates of compensation and other information concerning payments to officials and employees about whom information is furnished. The supervisor shall compile such information concerning the officials and employees in the service of the commonwealth on November 30, 1917, as, in his opinion, may be of public interest, and the said information shall be printed at the expense of the commonwealth not later than April 15, 1918. Thereafter information on the same subject shall be compiled by the supervisor, and printed not later than the fifteenth day of April in each even numbered year. The document so published shall contain such summary and comparative tables as will best show the numbers of officials and employees in the service of the commonwealth during the two years for which the publication is issued, and during the preceding period of two years, to be arranged in such manner as will make them of the greatest practical utility. The document may be revised or rearranged from time to time at the discretion of the supervisor. [*Acts, 1910, c. 268, § 1, as last am. by Acts, 1913, c. 534, and by Gen. Acts, 1917, c. 217.*]

1158A. Examination and report relative to salaries of certain state and county employees. — *Resolved*, That there be allowed and paid out of the treasury of the commonwealth from the ordinary revenue, a sum not exceeding two thousand dollars to be expended, by order of the governor and council, in making an examination and report relative to the salaries and other compensation paid to certain state and county officials and employees, in response to a request of the general court embodied in an order adopted in the senate on the sixteenth day of March, and in the house of representatives on the seventeenth day of March, in the current year. [*Res., 1916, c. 94.*]

1161A. Salaries of certain state employees to be temporarily increased. — (a) *Employees affected by the act.* — All persons who have been regularly in the employ of the commonwealth from the first day of July in the year 1916, including the pages of the senate and house of representatives appointed in the year 1916, and whose annual compensation in full for all services rendered does not exceed fifteen hundred dollars, shall, until final action shall have been taken upon the report of the governor's council on the standardization of salaries of employees of the commonwealth under the authority of an order adopted in the senate on the sixteenth day of March and in the house of representatives on the seventeenth day of March in the year 1916, receive additional compensation as hereinafter provided. [*Gen. Acts, 1917, c. 323, § 1.*]

(b) *Amount of increase.* — The compensation of all employees who are included in the provisions of section one, except as hereinafter provided, shall, for the period specified therein, be increased twenty per cent from and after the first day of July in the current year, but in no event shall such additional compensation exceed \$100 per year, nor shall the total compensation paid to any employee exceed \$1,500 per year. The above increase shall be computed upon the compensation which the employee was receiving on the first day of July in the year 1916. [*Gen. Acts, 1917, c. 323, § 2.*]

(c) *Certain employees to have further additional compensation.* — All persons included in the provisions of section one who are receiving from the commonwealth

as a part of their compensation maintenance in full or in part, provided that the amount of compensation which they receive in full for all services in addition to such maintenance does not exceed \$1,200 a year, shall, for the period specified in said section, receive as additional compensation a sum equal to one half the additional compensation provided for by § 2. All employees who are receiving as part of their compensation maintenance in whole or in part and whose compensation, other than maintenance, exceeds the sum of \$1,200 a year, shall not be entitled to additional compensation under the provisions of this act. [*Gen. Acts, 1917, c. 323, § 3.*]

(d) *Construction of the act.* — This act shall not be construed as in any way repealing or abridging any act providing for the increase of compensation of any employees of the commonwealth, including employees whose salaries, under existing provisions of law, are made to increase automatically, by graduated installments, from year to year, until the maximum therein provided has been reached, but employees who accept additional compensation under the provisions of this act shall not, during such time as they shall continue to receive the additional compensation herein provided for, be entitled to the benefit of any increase in compensation which they may have received since July 1, 1916, or to which they may hereafter become entitled. But any such employee may at any time elect to receive any increase in compensation to which he might otherwise be entitled in lieu of the additional compensation hereby provided for. [*Gen. Acts, 1917, c. 323, § 4.*]

1172A. Appointment and powers of stenographers in the county of Suffolk.

— The justices of the superior court, or a majority of them, shall appoint a stenographer for *each regular session* of said court held for civil business and for *each of the two divisions of the session* of said court held for criminal business within and for the county of Suffolk, and a stenographer for said court in all other counties. They may also, if the business of the court requires it, appoint an additional stenographer in any county except Suffolk, who shall serve when designated for duty. Each stenographer shall be an officer of the court and shall be sworn, and the same person may be appointed stenographer for more than one county. Such justices, or a majority of them, may remove said stenographers at any time, and may fill a vacancy which is caused by such removal or otherwise. [*R. L., c. 165, § 80, as am. by Gen. Acts, 1915, c. 142, § 1, and c. 295, § 1.*]

1172B. Salaries of Suffolk county stenographers. — Stenographers who are appointed for the sessions of the superior court for civil business with juries in the county of Suffolk and the *stenographers* appointed for the *session* of said court for criminal business in said county shall each receive an annual salary of \$2,500 which shall be paid by the county; stenographers appointed for the sessions of said court without juries shall each receive such salary as the justices of said court shall establish, not exceeding \$2,500 which shall be paid by the county. The stenographers appointed for the superior court for other counties which contain a population of more than two hundred thousand shall each receive such salary as the justices of said court shall establish, not exceeding \$2,500 a year. [*R. L., c. 165, § 88, as am. by Gen. Acts, 1915, c. 142, § 2, and Gen. Acts, 1915, c. 295, § 2.*]

1173. Wages for mechanics on public works. — . . . The wages for a day's work paid to mechanics and teamsters employed in such construction of public works [by the commonwealth, or by a county, city or town, or by persons contracting therewith, Acts, 1914, c. 474, § 1] shall be not less than the customary and prevailing rate of wages for a day's work in the same trade or occupation in the locality, city or town

where such public works are constructed. Any contractor who knowingly and wilfully violates the provisions of this section shall be punished by a fine of not more than \$100 for each offence. [*Acts, 1909, c. 514, § 21, as am. by Acts, 1914, c. 474, § 1, and by Gen. Acts, 1917, c. 260.*]

1177A. Salaries of elevator men employed by the county of Suffolk. — The elevator men employed by the county of Suffolk in the court house of the said county shall hereafter receive a salary of \$780 a year, payable in weekly instalments.

This act shall take effect upon its approval by the mayor and city council of the city of Boston. [*Gen. Acts, 1915, c. 186, §§ 1, 2.*]

1179A. Appropriation for payment of increase of wages due certain prison employees. — *Resolved*, That there be allowed and paid out of the treasury of the commonwealth, with the approval of the superintendent of the reformatory for women and the board of prison commissioners, to persons entitled thereto, certain sums of money, not exceeding \$2,600, which should have been paid under Acts, 1914, c. 458, being an act relative to the wages of male laborers at the reformatory for women, from April 30, 1914, the date on which the said act was approved, until September 20, 1915. [*Res., 1916, c. 118.*]

1181A. Wages of assistant engineers at the state house. — The compensation of the assistant engineers employed in the state house shall hereafter be \$1,400 a year. [*Gen. Acts, 1916, c. 267, § 1.*]

1181B. Wages of helpers in the engineer's department in the state house. — The salaries of the helpers in the engineer's department in the state house shall be \$900 a year. [*Gen. Acts, 1916, c. 254, § 1.*]

1181C. Wages of firemen employed at the state house. — The firemen employed in the state house shall be paid \$19.25 per week. [*Gen. Acts, 1916, c. 255, § 1.*]

1181D. Wages of scrubwomen employed in Suffolk county courthouse. — The scrubwomen employed by the county of Suffolk in the courthouse of the said county shall hereafter receive a weekly wage of \$10.

This act shall take effect upon its acceptance by the city council of the city of Boston with the approval of the mayor. [*Gen. Acts, 1917, c. 272, §§ 1, 2.*]

1182A. Wages of assistant engineers at the state prison. — There shall be not more than three assistant engineers at the state prison whose salaries shall not exceed \$1,100 per annum. [*Gen. Acts, 1916, c. 273, § 1.*]

1182B. Compensation of employees of the commonwealth in naval or military service. — There shall be allowed and paid, out of the treasury of the commonwealth, to every employee of the commonwealth who has been or is hereafter mustered into the military or naval service of the United States during the present war, an amount equal to the difference between the compensation received by him from the United States, plus the compensation received as extra military pay, received from the commonwealth, and the amount which he was receiving from the commonwealth at the time when he was mustered in. The said payments shall continue so long as he continues in the military or naval service of the United States, but shall cease one month after the termination of the war. In case of his death in the said service his widow, minor children, parents or dependents shall receive the said sum until the termination of the war.

The said sums shall be payable monthly by cheques signed by the treasurer and receiver general, which shall be sent to the person to whose order they are drawn, or

to his wife, parent or child, or to any other person designated by the beneficiary by a writing filed with the treasurer and receiver general, or sent to him by mail. [*Gen. Acts, 1917, c. 301, §§ 1, 2.*]

1182C. Certain national guardsmen to receive their salaries as state employees. — *Resolved*, That there be allowed and paid out of the treasury of the commonwealth from the ordinary revenue, to those members of the national guard of Massachusetts, now or formerly in the employ of the commonwealth, who served as non-commissioned officers or privates on the Mexican border under the call of the president of June 19, 1916, the difference between the sums received by them as soldiers and the sums which they would have received as civilian employees of the commonwealth. The adjutant general shall furnish the auditor of the commonwealth with the names of such employees, the sums of money received by them as national guardsmen, and the dates when they were mustered into and out of the federal military service. The auditor shall thereupon certify for payment the sums to which they are entitled under this resolve. [*Res., 1917, c. 43.*]

1182D. Cities and towns may pay their employees enlisted in the U. S. service certain extra compensation. — Cities and towns are hereby authorized to pay to employees leaving their service between March 25, 1917, and the close of the war, as determined by the United States government, for the purpose of entering the military or naval service of the United States, an amount equal to the difference between the compensation which such employees were receiving at the time of leaving such service and the pay which they receive while in said military or naval service under the acts of congress and of this commonwealth, including aid to their dependents. The payments herein provided for shall date from the time when the employee leaves the service of the city or town. Payments hereunder shall continue to be made for six months after the close of the war as determined aforesaid unless the recipient is sooner discharged.

This act shall take effect in cities upon its acceptance by the mayor and city council, or by the commission in cities where there is a commission form of government, and in towns upon its acceptance by the voters of the town at any regular or special town meeting. [*Gen. Acts, 1917, c. 254, §§ 1, 2.*]

1182E. Compensation to be allowed state employees while serving in the militia. — Any person in the service of the commonwealth shall be entitled, during the time of his service in the organized militia under the provisions of Acts, 1908, c. 604, §§ 141, 142, 151, 152 and 160, and acts in amendment thereof and in addition thereto, to receive pay therefor, without loss of his ordinary remuneration as an employee or official of the commonwealth, and shall also be entitled to the same leaves of absence or vacation with pay given to other like employees or officials. [*Gen. Acts, 1916, c. 126.*]

HOURS OF LABOR.

1193. Eight hours to constitute a day's work for public employees.¹ — The service of all laborers, workmen and mechanics, now or hereafter employed by the commonwealth or by any county therein or by any city or town which has accepted the provisions of R. L., c. 106, § 20, or of Acts, 1909, c. 514, § 42, or by any contractor or sub-contractor for or upon any public works of the commonwealth or of any county

¹ For an act providing that the state printing contract shall be based on an eight hour day, see Resolves, 1917, c. 128.

therein or of any such city or town, is hereby restricted to eight hours in any one calendar day, *and to forty-eight hours in any one week*, and it shall be unlawful for any officer of the commonwealth or of any county therein, or of any such city or town, or for any such contractor or sub-contractor or other person whose duty it shall be to employ, direct or control the service of such laborers, workmen or mechanics to require or permit any such laborer, workman or mechanic to work more than eight hours in any one calendar day, *or more than forty-eight hours in any one week*, except in cases of extraordinary emergency. Danger to property, life, public safety or public health only shall be considered cases of extraordinary emergency within the meaning of this section. In cases where a Saturday half holiday is given the hours of labor upon the other working days of the week may be increased sufficiently to make a total of forty-eight hours for the week's work. Threat of loss of employment or to obstruct or prevent the obtaining of employment or to refrain from employing in the future, shall each be considered to be "requiring" within the meaning of this section. Engineers shall be regarded as mechanics within the meaning of this act. (See paragraphs 1196 and 1196A for other sections of this act.) [Acts, 1909, c. 514, § 37, as am. by Acts, 1911, c. 494, § 1, and by Gen. Acts, 1916, c. 240, § 1.]

1193A. Investigation concerning hours of labor of public employees. — [For text of Resolve, 1915, c. 137, see paragraph 1216B.]

1196. Act not to apply in certain cases. — This act (see also paragraphs 1193 and 1196A) shall not apply to the preparation, printing, shipment and delivery of ballots to be used at a caucus, primary, state, city or town election, nor during the sessions of the general court to persons employed in legislative printing or binding; nor shall it apply at any time to persons employed in any state, county or municipal institution, on a farm, or in the care of the grounds, in the stable, in the domestic or kitchen and dining room service or in store rooms or offices, *nor to persons employed by the trustees of the Massachusetts nautical school, on boats maintained by the district police for the enforcement of certain laws in the waters of the commonwealth, or in connection with the care and maintenance of state armories.* [Acts, 1911, c. 494, § 4, as am. by Gen. Acts, 1916, c. 240, § 2.]

1196A. When act is to take effect. — This act (for other sections, see paragraphs 1193 and 1196) shall take effect on July 1, 1916: *provided, however*, that the provisions of section one shall not take effect in any city until accepted by vote of the city council, approved by the mayor, or by vote of the commission in any city under a commission form of government, nor in any town until accepted by the voters thereof at an annual meeting or at a special meeting called for the purpose. [Gen. Acts, 1916, c. 240, § 3.]

1196B. Westfield to vote upon the acceptance of the eight hour law. — There shall be placed upon the official ballot to be used at the annual town meeting in the town of Westfield for the current year the following question: — "Shall the town accept the provisions of Acts, 1909, c. 514, § 42, as affected by Acts, 1911, c. 494, as am. by Gen. Acts, 1916, c. 240, which provides that eight hours shall constitute a day's work for city or town employees?" If a majority of the voters voting thereon vote in the affirmative, the said § 42 and the said c. 494, as amended, shall thereupon take effect in the town of Westfield. [Sp. Acts, 1917, c. 133.]

VACATIONS, HALF HOLIDAYS AND "DAYS OFF."

1211A. Vacations for employees of the Boston Municipal Printing Plant.

— Employees of the municipal printing plant of the city of Boston who have been regularly employed therein for one year or more shall be granted annually a vacation of two weeks without loss of pay, at such times as in the opinion of the superintendent of the printing plant will cause the least interference with the regular work of the said plant. [*Sp. Acts, 1916, c. 129, § 1.*]

1212A. "Days off" for members of Leominster fire department.

— Members of the fire department of the city of Leominster, in addition to any annual vacation now or hereafter allowed, shall be excused from duty for one out of every five days, without loss of pay, at such times and in such manner as the chief, or other officer or board at the head of the fire department shall determine, subject to the right of the chief, or other officer or board, in case of a public emergency, to suspend the said privilege: *provided*, that the day off shall be granted as soon thereafter as is practicable. [*Sp. Acts, 1916, c. 144, § 1.*]

1212B. Act to be submitted to voters for acceptance.

— This act shall be submitted to the voters of the city of Leominster at the next municipal election therein, and shall take effect upon its acceptance by a majority of the voters voting thereon; otherwise, it shall not take effect. [*Sp. Acts, 1916, c. 144, § 2.*]

1214A. "Days off" for members of fire departments of certain cities.

— Members of the fire department of any of the cities hereinafter named which accepts the provisions of this act, as hereinafter provided, shall be excused from duty for one day out of every five days, without loss of pay. The time and the manner of so excusing them shall be determined by the chief, or other officer or board at the head of the fire department. [*Gen. Acts, 1915, c. 97, § 1.*]

1214B. Firemen's "day off" may be cancelled, when.

— The chief, or other officer or board at the head of any such fire department shall have authority, in case of any public emergency, to prevent any member of the department from taking the day off herein provided for at the time when he is entitled thereto, or at the time assigned therefor, provided that such day off shall be granted to him as soon thereafter as is practicable; and such days shall be in addition to any annual vacation now or hereafter allowed to the members of said departments, and such annual vacation shall not be diminished on account of the days off herein provided for. [*Gen. Acts, 1915, c. 97, § 2.*]

1214C. Act to be submitted to voters of certain cities.

— This act shall be submitted to the voters of the cities of Lowell, Taunton, Attleboro and Revere at the next municipal election therein, and shall take effect in any of the said cities upon its acceptance by a majority of the voters voting thereon; otherwise, it shall not take effect. [*Gen. Acts, 1915, c. 97, § 3.*]

1216A. Saturday half-holiday for certain employees of the Massachusetts Agricultural College. — The provisions of Acts, 1914, c. 688, and of the amendments thereof, relative to making Saturday a half-holiday for laborers, workmen and mechanics employed by or on behalf of the commonwealth and otherwise regulating their employment, shall apply to the Massachusetts Agricultural College. [*Gen. Acts, 1915, c. 288, § 1.*]

1216B. Investigation relative to half-holidays of laborers, workmen and mechanics. — *Resolved*, That the subject-matter contained in the bill relative to the

hours of labor of public employees, printed as House Document No. 397, and in the bill relative to Saturday half-holidays for laborers, workmen and mechanics employed by or on behalf of the commonwealth, printed as House Document No. 2140, both of the current year, be referred to the commission on economy and efficiency for investigation. Said commission shall report the results of its investigation, together with such recommendations as it may deem advisable, to the next general court on or before the second Wednesday in January. [*Res. 1915, c. 137.*]

1217. Half holiday for certain laborers and mechanics, etc. — Laborers and mechanics in the service of the metropolitan water and sewerage board or the metropolitan park commission, except those employed in the pumping stations of the metropolitan water and sewerage board and at the bath-houses under the control of the metropolitan park commission, shall be given a half holiday each week without loss of pay, and, if practicable, the half holiday shall be on Saturday. If, however, the public service so requires, the metropolitan park commission and the metropolitan water and sewerage board may at any time during the year give to the laborers and mechanics in their service, in lieu of the said half holidays, days off duty without loss of pay equivalent in time to the half holidays which would otherwise be given under this act. [*Acts, 1912, c. 528, § 1, as am. by Acts, 1914, c. 455, and by Gen. Acts, 1916, c. 258.*]

1219A. Vacations for laborers employed by cities and towns. — Any city in which a majority of the voters at the last state election voted to accept the provisions of Acts, 1914, c. 217, may by vote of the city council, approved by the mayor, or by vote of the commission in any city under a commission form of government, require the heads of the executive departments to grant a vacation of two weeks without loss of pay to any person regularly employed by such city who is classified as a common laborer, skilled laborer, mechanic or craftsman in the labor service, as classified by the civil service commission, under regulations established by said commission for cities to which the labor rules adopted by the civil service commission are or may become applicable. If such vacations are authorized, they shall be granted by the heads of the executive departments, and shall begin at such times as in the opinion of the heads of the executive departments will cause the least interference with the performance of the regular work of the city. [*Gen. Acts, 1915, c. 60.*]

1219B. Half-holiday for county employees.¹ — They [the county commissioners] may allow one half-holiday in each week without loss of pay to county employees, including therein laborers, mechanics and all other classes of workmen, during such portions of the year as they may determine. [*R. L., c. 20, § 26.*]

1219C. Vacations for laborers in cities. — The question of accepting the provisions of Acts, 1914, c. 217, relative to vacations for laborers, shall, in cities that have not accepted said provisions, be placed upon the ballot to be used at the next state election, and the said provisions shall take effect in any city in which the said question is answered in the affirmative by a majority of the voters voting thereon.

The provisions of Gen. Acts, 1915, c. 60, relating to vacations for laborers shall apply to any city which, under the provisions of § 1 hereof, votes to accept the provisions of said c. 217. [*Gen. Acts, 1917, c. 16, §§ 1, 2.*]

1219D. Half-holiday for Somerville laborers, teamsters, etc. — Laborers, teamsters and mechanics employed by the city of Somerville shall hereafter receive a half-holiday on Saturday without loss of compensation.

¹ This section was inadvertently omitted from the Handbook of Labor Laws, 1914.

This act shall be submitted to the voters of the city of Somerville at the city election in the current year in the form of the following question to be placed on the official ballot: "Shall the laborers, teamsters and mechanics employed by the city of Somerville receive a half-holiday on Saturdays without loss of pay?"

YES.	
NO.	

If a majority of the voters voting on the said question vote in the affirmative, this act shall thereupon take effect; otherwise it shall be of no effect. [*Sp. Acts, 1917, c. 205, §§ 1, 2.*]

PREFERENCE TO CITIZENS.

1225. Preference to citizens in construction of public works. — In the employment of mechanics, *teamsters* and laborers in the construction of public works by the commonwealth, or by a county, city or town, or by persons contracting therewith, preference shall be given to citizens of the commonwealth, and, if they cannot be obtained in sufficient numbers, then to citizens of the United States; and every contract for such works shall contain a provision to this effect. . . . Any contractor who knowingly and wilfully violates the provisions of this section shall be punished by a fine of not more than one hundred dollars for each offence. [*Acts, 1909, c. 514, § 21, as am. by Acts, 1914, c. 474, § 1, and by Gen. Acts, 1917, c. 260.*]

16. RAILROAD LABOR.

HOURS OF LABOR AND "DAYS OFF."

1239. Hours of labor of motormen, conductors, etc. — A day's work for all conductors, guards, drivers, motormen, brakemen, *dispatchers* and gatemen who are employed by or on behalf of a street railway or elevated railway company shall not exceed 9 hours, and shall be so arranged by the employer that it shall be performed within 11 consecutive hours. No officer or agent of any such company shall require from said employees more than 9 hours' work for a day's labor. Threat of loss of employment or threat to obstruct or prevent the obtaining of employment by the employees, or threat to refrain from employing any employee in the future shall be considered coercion and "requiring", within the meaning of this section. But nothing herein shall prevent an employee of the character mentioned in this act, if he so desires, from working more hours than those prescribed in the act for extra compensation. [*Acts, 1906, c. 463, Pt. III, § 95, as last am. by Acts, 1913, c. 833, § 1, and by Gen. Acts, 1915, c. 277.*]

INJURIES TO RAILROAD EMPLOYEES.¹

1271. Tools to be carried on trains. — Every railroad corporation shall equip each of its trains, for use in case of accident, with two car replacers, two jack screws, two crowbars, one pinch bar, one claw bar, one spike hammer, two sharp axes, and ropes or chains suitable for hauling cars; and shall also equip each car of every passenger train which is owned or regularly used by it, including mail and baggage cars, with two sets of tools, consisting of an axe, a sledge hammer, a crowbar, handsaw

¹ For an act further regulating the reports of evidence at inquests in cases of deaths by accidents to passengers and employees on railroads and railways, see General Acts, 1917, c. 94.

and pail, which shall be maintained in good condition, and one set of which shall be kept upon the inside and the other upon the outside of every such car, in a convenient place and in a manner approved by the *public service commission*; but one set shall be sufficient if so placed as to be accessible both from the inside and outside of such car: *provided, however, that said commission may require trains or cars to be equipped with other tools in substitution for, or in addition to, those above prescribed.* A corporation which violates the provisions of this section shall forfeit five hundred dollars. [Acts, 1906, c. 463, Pt. II, § 168, as am. by Gen. Acts, 1917, c. 41.]

1286. Action if death follows conscious suffering. — If the injury described in the preceding section [see Acts, 1909, c. 514, § 127], or an injury caused by the negligence of the employer himself, results in the death of the employee, and such death is not instantaneous or is preceded by conscious suffering, and if there is any person who would have been entitled to bring an action under the provisions of the following section [see Acts, 1909, c. 514, § 129] the legal representatives of said employee may, in the action brought under the provisions of the preceding section [see Acts, 1909, c. 514, § 127], recover damages for the death in addition to those for the injury; and in the same action under a separate count at common law, may recover damages for conscious suffering resulting from the same injury. [Acts, 1909, c. 514, § 128, as am. by Gen. Acts, 1916, c. 179.]

17. PRISON LABOR.

1312. Removal of prisoners. — [The director of the Massachusetts bureau of prisons] may remove prisoners from the Massachusetts reformatory, the state farm, and the jails and houses of correction to the *camp section of the prison camp and hospital, and from the state prison such prisoners other than those serving sentences for life as have shown by their conduct and disposition that they would be amenable to less rigorous discipline and would benefit from work in the open air, and may, at any time, return them to the place of imprisonment from which they were removed.* [R. L., c. 225, § 96, as am. by Acts, 1905, c. 240, § 1, and by Gen. Acts, 1916, c. 96, § 1.]

1323A. Preparation of road material at the prison camp and hospital. — The superintendent of the prison camp and hospital at Rutland, may, with the approval of the board of prison commissioners, employ the prisoners confined in the camp section of the said prison camp and hospital in the preparation of road material, and for this purpose is authorized to use such machinery as said board may consider necessary. [Gen. Acts, 1915, c. 260, § 1.]

1323B. Investigation relative to widening a certain highway by prison labor. — *Resolved,* That the Massachusetts highway commission is hereby requested to make an investigation as to the expediency and probable cost of widening a highway between Boston and Worcester by way of the turnpike in Shrewsbury to such an extent as, in the opinion of the commission, may be desirable to shorten the route and otherwise to accommodate public travel, and also as to the expediency of employing the labor of prisoners in connection with said work. The commission shall report the result of its investigation to the next general court. [Res., 1915, c. 60.]

1335. Making of goods for the use of public institutions by the labor of prisoners. — For the purpose of determining the styles, designs and qualities of articles and materials to be made by the labor of prisoners for use in the public institutions in accordance with R. L., c. 225, § 45, the superintendents of institutions for

the insane, the superintendents of other charitable institutions, and the officers in charge of penal and reformatory institutions, respectively, shall hold meetings annually in *May*. The day and place of each of said meetings shall be assigned by the prison commissioners who shall give to the officers concerned at least 10 days' notice thereof. If a superintendent or officer in charge is unable to be present at a meeting he may delegate one of his assistants to attend in his behalf. Each meeting shall organize by the choice of a chairman and clerk; and within one week after the meeting, these officers shall formally notify the prison commissioners of the styles, designs and qualities adopted by the meeting for use in each class of institutions. The expense of attending any of said meetings shall be repaid to the respective officers in the same way as other travelling expenses are paid; and any other expense of the meetings shall be paid from the Prison Industries Fund upon the approval of the prison commissioners. [*Acts, 1910, c. 414, § 1, as am. by Gen. Acts, 1915, c. 207, § 1.*]

1336. Descriptive list of styles, designs, etc., to be issued. — In *September* of each year the prison commissioners shall issue to said superintendents and officers in charge a descriptive list of the styles, designs and qualities of said articles and materials; and the requisitions named in R. L., c. 225, § 54 shall conform to the said list, unless it appears that the needs of an institution demand a special style, design or quality. Any difference between the prison officials and the institutions in regard to styles, designs and qualities shall be submitted to arbitrators whose decision shall be final. One of said arbitrators shall be named on behalf of the prison by the chairman of the prison commissioners, one by the principal officer of the other institution concerned, and one by agreement of the other two. The arbitrators shall be chosen from the official service and shall receive no compensation for performance of any duty under this act; but their actual and necessary expenses shall be paid by the prison or other institution against which their award is given. [*Acts, 1910, c. 414, § 2, as am. by Gen. Acts, 1915, c. 207, § 2.*]

1337. Estimate of materials needed, to be sent to the prison commissioners annually. — Annually in *November* the principal officers of all public institutions included by the terms of R. L., c. 225, § 45, shall send to the prison commissioners an estimate of the quantities of the articles and materials that will be needed for their respective institutions during the ensuing calendar year. Said estimates shall generally observe the styles, designs and qualities named in the descriptive list; and if any special style is desired in considerable quantity, the estimate shall contain a request that the prison commissioners will arrange for the manufacture of such special articles as may be needed. [*Acts, 1910, c. 414, § 3, as am. by Gen. Acts, 1915, c. 207, § 3.*]

1340A. Receipts from farm and poultry products. — Receipts from the sale of farm and poultry products or other materials produced by the labor of prisoners at the prison camp and hospital shall be paid into the treasury of the commonwealth monthly. So much thereof as may be necessary to pay the expense of providing machinery, equipment and other things necessary, including services of supervision to conduct the activities which produce the receipts above referred to, may be paid therefrom on schedules of vouchers approved by the superintendent and board of prison commissioners without specific appropriation. The surplus of the receipts remaining at the end of the fiscal year after making payments as above authorized shall be transferred and applied towards the maintenance expenses of said institution. [*Gen. Acts, 1915, c. 260, § 2.*]

1350. Establishment of prison camp. — After such land has been so taken, the prison commissioners, with the approval of the governor and council, shall cause iron buildings of cheap construction to be erected thereon for the accommodation of prisoners. When such buildings are ready for occupancy, the governor may issue his proclamation establishing on such land a temporary industrial camp for prisoners, and the prison commissioners may appoint a superintendent thereof, who shall hold his office at their pleasure, give such bond as they require, receive such salary as they determine and who shall have the custody of all prisoners removed thereto. The superintendent, with the approval of the prison commissioners, may appoint and determine the compensation of assistants, and they shall hold their office at his pleasure. [*R. L., c. 225, § 65, as am. by Gen. Acts, 1916, c. 183, § 1.*]

1352A. Power to release prisoners transferred. — All the powers of the board of prison commissioners to release a prisoner from the prison camp and hospital on permit to be at liberty, to revoke a permit so issued, and to return him to the prison camp and hospital, are hereby transferred to and vested in the board of parole for the state prison and the Massachusetts reformatory. [*Gen. Acts, 1915, c. 141.*]

1356A. Use of prison labor in improvement of lands at the Rutland Sanatorium. — *Resolved*, That there be allowed and paid out of the treasury of the commonwealth, to be expended at the Rutland state sanatorium by the trustees of hospitals for consumptives, a sum not exceeding \$5,000 for the employment of prison labor in the improvement of lands and in other work. [*Res., 1916, c. 108.*]

1361. County commissioners may purchase or lease land for purposes of cultivation, etc. — The county commissioners of any county may purchase or lease land with funds specifically appropriated therefor by the general court for the purpose of improving and cultivating it by the labor of prisoners from a jail or house of correction; and the said commissioners may also make arrangements with the *Massachusetts highway commission* or with the officials of a city or town to work said prisoners on any highway or unimproved land, or with a private owner, to improve waste or unused land by means of such prison labor. When prisoners are so employed they shall be in the custody of the sheriff of the county. When land that is not the property of the county, or is a highway, is so improved, the owners thereof or those having in charge the highway shall pay to the county such sums as may be agreed upon between the county commissioners, sheriff, and the other parties in interest, for the labor of any prisoners employed thereon. [*Acts, 1913, c. 633, § 2, as am. by Acts, 1914, c. 180, and by Gen. Acts, 1915, c. 177.*]

1361A. Director of prisons may purchase or lease land for cultivation by prison labor, etc. — The director of prisons may purchase or lease land, with funds specifically appropriated therefor by the general court, for the purpose of improving and cultivating it by the labor of prisoners from the prison camp and hospitals; and the director of prisons may also make arrangements with officials of the commonwealth and officials of cities and towns to employ the said prisoners on any unimproved land, and in the construction, repair and care of public institutions and highways adjacent thereto. When prisoners are so employed they shall be in the custody of the superintendent of the prison camp and hospital. There shall be paid into the treasury of the commonwealth monthly for the labor of any prisoners employed as above provided, such sums as may be agreed upon between the director of prisons, the superintendent of the prison camp and hospital and the other parties in interest. The director of prisons shall annually file an estimate, at the same time and in the same manner as

estimates for the maintenance of the institutions under his control are required to be filed, calling for an appropriation to carry out the provisions of this act, including the necessary services of supervision. Expenditures from the appropriation shall be made upon schedules, with vouchers, approved by the superintendent and the director of prisons; but the expenditures in any year shall not exceed the amount of the receipts during that year from the employment of prisoners as aforesaid; and if in any year the said receipts exceed the expenditures, the excess shall be transferred and applied toward the maintenance of the prison camp and hospital. [Acts, 1913, c. 633, § 2, as am. by Acts, 1914, c. 180, by Gen. Acts, 1915, c. 177, and by Gen. Acts, 1917, c. 129.]

1361B. Establishment of county industrial farms. — (a) *County commissioners may purchase and lease land for such farms, etc.* — The county commissioners of any county may, subject to the approval of the director of prisons, purchase, take by right of eminent domain, or lease, in behalf of the county, a tract of land not exceeding five hundred acres in area for use as a county industrial farm, and may reclaim, cultivate and improve the same. The work of reclaiming, cultivating and improving the said land, shall, so far as is practicable, be done by prisoners transferred thereto as hereinafter provided. If the land is taken by right of eminent domain, said commissioners shall file in the registry of deeds of the district in which the land is situated a plan and description thereof sufficiently specific for identification, whereupon the title thereto shall vest in the county in fee: *provided*, that no land, right or interest therein, which has been registered under the provisions of R. L., c. 128, shall be deemed to have been taken until a description thereof has been filed in accordance with the provisions of § 89 of said chapter. If said commissioners cannot agree with the owner of land thus taken as to his compensation, he shall have the remedy now provided in the case of land taken for highways. At any time after said land has been reclaimed, cultivated and improved, the same may be sold if the county commissioners determine that it is for the best interest of the county. [Gen. Acts, 1917, c. 258, § 1.]

(b) *The commissioners may erect necessary buildings thereon.* — Said commissioners may erect on said land such temporary buildings of inexpensive construction as they shall consider necessary for the proper housing of prisoners, and for other purposes in no case, however, costing over \$3,000. If the land which has been reclaimed, cultivated and improved, as aforesaid, shall be sold, the proceeds of the sale shall be placed in the treasury of the county and shall be used, so far as is possible, for the payment of loans made as hereinafter provided. Any surplus thereof shall be used for general county purposes. No building used for housing the prisoners shall be constructed until the director of prisons has approved the plans therefor. The commissioners may appoint, and at any time remove, a superintendent for said farm and such assistants as, in their opinion, are needed for its proper management. [Gen. Acts, 1917, c. 258, § 2.]

(c) *Provision for removal of prisoners to such farms.* — On the request of said commissioners, the sheriff of the county shall remove to said farm such prisoners, held on sentence in the jail or house of correction of the county, as, in his opinion, can advantageously be employed thereon in carrying out the purposes and provisions of this act and when so removed they shall be so employed, but shall be at all times in the custody of the sheriff and his officers. On the order of said commissioners, the sheriff shall return any prisoner to the jail or house of correction from which he was taken. [Gen. Acts, 1917, c. 258, § 3.]

(d) *County commissioners may borrow money for such purposes.* — To meet the

expenses incurred under the provisions of this act, the county commissioners are hereby authorized to borrow from time to time, upon the credit of the county, such sums as may be needed, and to issue bonds or notes therefor, which shall bear on their face the words, County of _____, Industrial Farm Loan, Act of 1917, and shall be payable by such annual payments, beginning not more than one year after the dates thereof, as will extinguish each loan within _____ years from its date. The amount of such annual payment of any loan in any year shall not be less than the amount of the principal of the loan payable in any subsequent year. Each issue of bonds or notes shall constitute a separate loan. The said bonds or notes shall bear interest at a rate not exceeding four and one half per cent per annum, payable semi-annually, and shall be signed by the treasurer of the county and countersigned by a majority of the county commissioners. The county may sell the said securities at public or private sale, upon such terms and conditions as the county commissioners may deem proper, but not for less than their par value, and the proceeds shall be used only for the purposes above specified. [*Gen. Acts, 1917, c. 258, § 4.*]

(e) *Such expenses to be borne as part of the county tax.* — The county commissioners, at the time of authorizing each loan, shall provide for the payment thereof in accordance with the provisions of § 4, and a sum sufficient to pay the interest as it accrues and to make such payments on the principal as may be required under said provisions, shall be levied annually thereafter as a part of the county tax of the county in the same manner as other county taxes, until the debt incurred by said loan or loans is extinguished. [*Gen. Acts, 1917, c. 258, § 5.*]

18. LEGAL HOLIDAYS.

1362. January 1, a legal holiday — referendum. — The words "legal holiday" shall include *the first day of January*, the twenty-second day of February, the nineteenth day of April, the thirtieth day of May, the fourth day of July, the first Monday of September, the twelfth day of October, Thanksgiving day and Christmas day, or the day following when any of the *five* days first mentioned, the twelfth day of October or Christmas day occurs on Sunday; and the public offices shall be closed on all of said days. [*R. L., c. 8, § 5, clause 9, as last am. by Acts, 1911, c. 136, and by Gen. Acts, 1916, c. 104, § 1.*]

1362A. The provision relative to making January first a legal holiday to be referred to voters. — This act shall be referred to the people for their rejection or approval at the polls, and shall be voted on at the next annual state election, and shall become law if approved by a majority of the voters voting thereon. The act shall be referred in the form of the following question to be placed upon the official ballot: "Shall an act passed by the General Court in the year 1916, to make the first day of January, known as New Year's Day, a legal holiday, be approved and become law?" [*Gen. Acts, 1916, c. 104, § 2.*]

YES.	
NO.	

19. SUNDAY LABOR AND WEEKLY DAY OF REST.

SUNDAY LABOR.

1370A. Cultivation of land and transportation of farm products permitted.

— The cultivation of land, and the raising, harvesting, conserving and transporting of agricultural products on the Lord's day shall not be unlawful, during the existence of war, and until the first day of January following the termination thereof, between the United States and any other nation. [*Gen. Acts, 1917, c. 207, § 1.*]

20. HOUSING OF WORKING PEOPLE.¹

1390A. Powers and duties of planning boards may be enlarged. — A town planning board may, if so authorized by vote of the town, act as park commissioners therein, and may be vested with all the powers and duties now or hereafter by law vested in the park commissioners of towns. [*Gen. Acts, 1915, c. 165.*]

1391A. Public lodging houses in certain cities. — In cities of over fifty thousand inhabitants every building not licensed as an inn, in which ten or more persons are lodged for a price of twenty-five cents or less for each person for a day of twenty-four hours, or for any part thereof, shall be deemed a public lodging house within the meaning of this act. *No building or part thereof hereafter erected, altered or converted to be used as such a public lodging house shall have the sleeping compartments arranged on the cubicle plan.* [*Acts, 1904, c. 242, § 1, as affected by Acts, 1911, c. 129, and as am. by Gen. Acts, 1915, c. 160.*]

1396A. Relieving congestion of population and providing homes for citizens. — *Resolved*, That the following article of amendment to the constitution, having been agreed to by the last and present general court and published in the manner required by the constitution, be submitted to the people for their ratification and adoption: —

ARTICLE OF AMENDMENT.

The general court shall have power to authorize the commonwealth to take land and to hold, improve, subdivide, build upon and sell the same, for the purpose of relieving congestion of population and providing homes for citizens: *provided, however*, that this amendment shall not be deemed to authorize the sale of such land or buildings at less than the cost thereof.

Resolved, That the people shall be assembled for the purpose aforesaid, in their respective polling places in the several cities and towns in meetings to be legally warned, and held on Tuesday, the second day of November next, at which meetings all persons qualified to vote for state officers may give in their votes by ballot for or against said article of amendment; and the same officers shall preside in said meetings as in meetings for the choice of state officers, and shall, in open meetings receive, sort, count and declare the votes for and against the said article of amendment; and the said votes shall be recorded by the clerks of said cities and towns, and true returns thereof shall be made out under the hands of the mayor and aldermen or board having the powers of aldermen, and of the selectmen, or a major part of them, and of the clerks of the said cities and towns, respectively, and sealed up, and, within ten days

¹ See also under Homestead Commission, pp. 13 and 14.

after the said meetings, transmitted to the secretary of the commonwealth. So far as the same can be made applicable, the provisions of law applicable to the election of state officers shall apply to the taking of the vote on said article of amendment.

Resolved, That every person qualified to vote as aforesaid may express his opinion on said article of amendment, and the following words shall be printed on the ballot: — Shall the proposed amendment to the constitution, empowering the general court to authorize the taking of land to relieve congestion of population and to provide homes for citizens be approved and ratified?

YES.	<input type="checkbox"/>
NO.	<input type="checkbox"/>

And if said article shall appear to be approved by a majority of the persons voting thereon, it shall be deemed and taken to be ratified and adopted by the people.

Resolved, That his excellency the governor and the council shall forthwith open and examine the votes returned as aforesaid; and if it shall appear that said article of amendment has been approved by a majority of the persons voting thereon, according to the votes returned and certified as aforesaid, the same shall be enrolled on parchment and deposited in the secretary's office as a part of the constitution of the commonwealth, and shall be published in immediate connection therewith, numbered according to its numerical position, with the articles of amendment of the constitution heretofore adopted, in all future editions of the laws of the commonwealth printed by public authority.

Resolved, That his excellency the governor is hereby authorized and requested to issue his proclamation forthwith after the examination of the votes returned as aforesaid, reciting said article of amendment and announcing that the article has duly been adopted and ratified by the people of the commonwealth, and thus becomes a part of the constitution thereof, and requiring all magistrates and officers and all citizens of the commonwealth to take notice thereof and govern themselves accordingly, or that said article of amendment has been rejected, as the case may be. [*Res. 1915, c. 129.*]

21. MISCELLANEOUS.

1411. Special commission to study and report on social insurance. —

Resolved, That a special commission, to be composed of two members of the senate to be appointed by the president, four members of the house of representatives to be appointed by the speaker, and three other persons to be appointed by the governor, shall sit during the recess of the general court, and shall be known as the Commission on Social Insurance. It shall be the duty of the said commission to study the effects of sickness, unemployment and old age in Massachusetts, to collect facts as to actual experience with the several forms of insurance therefor, and to recommend to the general court such legislation as it may deem practical and expedient to protect the wage-earners of the commonwealth from the burdens of sickness, unemployment and old age or any one or more of these. The state department of health and the bureau of statistics are authorized and directed to co-operate with the commission in every way feasible in carrying out the purpose of this resolve, and in case either or both of said departments shall undertake investigations deemed necessary by the commission, they shall be allowed for their necessary expenses, outside their regular appropriations, such sums as shall be approved by the governor and council.

The commission shall report to the next general court with drafts of such laws as it may recommend, and it shall file its report with the clerk of the senate or with the clerk of the house not later than the first Wednesday in January.

The commission shall have a room in the statehouse assigned for its use, shall give such public hearings as it may deem necessary, may employ such assistance, clerical or otherwise, as it may require, and shall receive such sums for clerical assistance, travel and other expenses, and for the compensation of its members as shall be allowed by the governor and council. [*Res.*, 1916, c. 157.]

1413. Appointment of a special commission on social insurance. — *Resolved*, That a special commission to be known as the Commission on Social Insurance, composed of three members of the senate to be appointed by the president, six members of the house of representatives to be appointed by the speaker, and two other members to be appointed by the governor, shall sit during the recess of the general court for the purpose of further investigating the extent to which poverty occasioned by sickness may be alleviated, medical care for wage earners and others of limited means may be provided, and measures to prevent disease may be promoted, by insurance. The commission shall undertake such investigations as to the health of wage earners and the conditions under which they work, and as to existing systems of mutual, stock, fraternal, state, and other forms of insurance in this commonwealth and elsewhere as may be necessary to provide a sound basis for its recommendations, and shall submit a report, including drafts of any legislation which it may recommend to the next general court, not later than the fifteenth day of January. The state department of health, the bureau of statistics, and the insurance department are hereby directed to co-operate with the commission and render such assistance as is compatible with the proper discharge of their respective duties. The commission shall have power to elect a chairman, secretary and other officers, to appoint sub-committees, and to employ assistance, clerical, expert or otherwise, as may be necessary. The commission shall have a room in the state house assigned for its use, and shall hold such public hearings as it may deem necessary with the same powers to summon and examine witnesses as are conferred upon city councils and other bodies by the provisions of R. L., c. 175, §§ 8 and 9. The commission shall receive such sums for assistance, travel and other expenses, and for the compensation of its members, as shall be allowed by the governor and council. [*Res.*, 1917, c. 130.]

1414. Massachusetts Bureau of Immigration established. — *a. Appointment and organization.* — The Massachusetts Bureau of Immigration is hereby established to consist of five persons, to be appointed by the governor with the advice and consent of the council, for terms of one, two, three, four and five years, respectively, from June 1, 1917, as the governor may specify. One member shall be a woman, and at least two members shall by nativity or descent be of the races most largely represented in the immigration to Massachusetts during the ten years preceding their appointment. Thereafter, as the term of any member expires, the governor shall annually appoint, in like manner, one member for the term of five years. He shall fill any vacancy for the unexpired term, and may remove any member for cause with the approval of the council. The governor shall designate one member to serve as chairman who may be known as the director of immigration. All of the members shall serve without compensation, but they shall be reimbursed for expenses necessarily incurred in the performance of their duties, and they shall be furnished with suitable quarters in the state house. The bureau may appoint an executive secretary, clerks and other assistants, and may pay them such salaries and may incur such other expenses, including travelling expenses, not exceeding such sums as may be appropriated therefor by the general court, as it may deem necessary and proper, subject, however, to the approval of the governor and council. [*Gen. Acts*, 1917, c. 321, § 1.]

b. Duties and powers of the bureau. — It shall be the duty of the bureau to employ such methods, subject to existing laws, as, in its judgment, will tend to bring into sympathetic and mutually helpful relations the commonwealth and its residents of foreign origin; to protect immigrants from exploitation and abuse, to stimulate their acquisition and mastery of the English language, to develop their understanding of American government, institutions and ideals, and generally to promote their assimilation and naturalization. For the above purposes, the bureau shall have authority to co-operate with other officers, boards, bureaus, commissions and departments of the commonwealth, and with all public agencies, federal, state or municipal. It shall have authority to investigate the exploitation or abuse of immigrants, and in making any investigation it may require the attendance of witnesses and the production of books and documents relating to the matter under investigation. [*Gen. Acts, 1917, c. 321, § 2.*]

c. Appropriation for the fiscal year. — The commission is hereby authorized to expend for the purposes of this act during the current fiscal year a sum not exceeding \$10,000. [*Acts, 1917, c. 321, § 3.*]

1417. Special commission on social insurance also to investigate and report on hours of labor in certain industries. — *Resolved*, That the special recess commission on social insurance established by Resolves, 1916, c. 157, in addition to the matters already referred to said commission, shall study and investigate the subject of reasonable restrictions in the hours of labor in industries operated continuously for twenty-four hours, and shall include in its report to the next general court such recommendations, with drafts of proposed legislation, as it may deem practical and expedient. All the provisions of said chapter shall, so far as pertinent, apply to the investigation herein authorized [*Res., 1916, c. 164.*]

II.

INDEX TO BILLS AFFECTING LABOR INTRODUCED DURING
THE LEGISLATIVE SESSION OF 1917.

ABBREVIATIONS.

General. Ac., Accepted; Adop., Adopted; Am., Amended; Eng., Engrossed; G., General Acts; H., House; H. B., House Bill; L. W., Leave to Withdraw; N. D., New Draft; N. G. C., Next General Court; N. L., No Legislation Necessary; N. P., Ought Not to Pass; O. P., Ought to Pass; P. D., Public Document; Rec., Recommended; Recons., Reconsidered; Ref., Reference; Rej., Rejected; Rep., Reported; Rep. Ch., Reported Changed; Res., Resolve; S., Senate; S. B., Senate Bill; Sp., Special Act; Sp. Rep., Special Report; Sub., Substituted; T., Tabled; T. T., Taken from Table.

Committees. Ag., Agriculture; B. and B., Banks and Banking; B. 3d R., Bills in Third Reading; Cit., Cities; Coms., Consolidation of Commissions (Special); Cons. Am., Constitutional Amendments; Cos., Counties; Ed., Education; F. R., Federal Relations; F. and G., Fisheries and Game; H. B., 3d R., House Bills in Third Reading; H. W. and M., House Ways and Means; Ins., Insurance; J. J., Joint Judiciary; Jt. R., Joint Rules; Jt. W. and M., Joint Ways and Means; La., Labor; L. A., Legal Affairs; M. A., Military Affairs; M. F., Municipal Finance; Mer. Aff., Mercantile Affairs; Met. Aff., Metropolitan Affairs; P. H., Public Health; P. I., Public Institutions; P. L., Public Lighting; P. S., Public Service; R. and B., Roads and Bridges; R.R., Railroads; S. B. 3d R., Senate Bills in Third Reading; S. H. and L., State House and Libraries; Sp. Com., Special Committee; S. Rys., Street Railways; S. W., Social Welfare; S. W. and M., Senate Ways and Means; Tax., Taxation; Tns., Towns; W. and M., Ways and Means.

1. EMPLOYMENT OFFICES.

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
H. 334	Public employment offices, establishment and maintenance of.	L. A.	N. L.	Ac.	-
H. 576	State Bureau of Employment under direction of the State Board of Labor and Industries, establishment of.	L. A.	L. W.	Ac.	-
H. 1250	Control of public and private employment offices by the State Board of Labor and Industries.	L. A.	L. W.	Ac.	-
H. 1333	Intelligence offices, regulation of fees charged by.	L. A.	L. W.	Ac.	-

2. INDUSTRIAL SAFETY AND SANITATION.

a. Industrial Safety.					
S. 234	Safety in the operation of passenger elevator cars.	Mer. Aff.	L. W.	Ac.	-
S. 401	Opaque glass windows in workshops and factories (based on H. 832).	La.	Rep.	S. sub. S. 421	-
S. 421	Opaque glass windows in workshops and factories, investigation relative to the use of (substituted by S. for S. 401).	H. W. & M.	N. P.	Bill rej. by H.	-
S. 437	Construction of factories and other buildings (based on H. 678).	Mer. Aff.	Rep.	-	156 G.
H. 145	Construction and inspection of compressed air tanks used in operating pneumatic machinery (based on H. 140).	Mer. Aff.	N. L.	Ac.	-
H. 415	Safe installation and operation of refrigerating plants.	Mer. Aff.	N. G. C.	Ac.	-

2. INDUSTRIAL SAFETY AND SANITATION — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
a. Industrial Safety — Con.					
H. 806	Appointment of additional inspectors by the Industrial Accident Board.	P. S.	L. W.	Ac.	-
H. 678	Construction of factories and other buildings, .	Mer. Aff.	S. 487	-	-
H. 882	Opaque glass windows in workshope and factories.	La.	S. 401	-	-
H. 880	Safety devices on gas meters, investigation relative to.	P. L.	L. W.	Ac.	-
H. 806	Security for injuries to employees and others caused by vehicles.	R. & B.	N. G. C.	Ac.	-
H. 977	Procedure before the Industrial Accident Board.	J. J.	N. G. C.	Ac.	-
H. 906	Safety devices on elevators,	Mer. Aff.	L. W.	Ac.	-
H. 1259	Emergency tools on trains,	Ins.	Rep.	-	106 G.
H. 1333	Safety devices on tanks and boilers containing water heated under pressure.	Mer. Aff.	L. W.	Ac.	-
b. Industrial Sanitation.¹					
S. 81	Health and efficiency of firemen (based on H. 1273).	Cit.	Rep.	Rej. by S.	-
H. 813	Industrial work in tenements, regulated (based on H. 812).	S. W.	N. L.	Ac.	-
H. 815	Inspection force of the State Board of Labor and Industries (based on H. 812).	P. S.	N. G. C.	Ac.	-
H. 816	Receptacles for expectoration in factories and workshope (based on H. 812).	P. H.	N. L.	Ac.	-
H. 914	Street railway companies to heat front vestibules of cars.	S. Rys.	N. G. C.	Ac.	-
H. 1162	Lockers for certain hotel employees, . . .	La.	Rep.	Am. by S.	72 G.
H. 1208	Inspection of barber shops under the direction of the State Department of Health.	P. H.	L. W.	Ac.	-
H. 1273	Health and efficiency of firemen,	Cit.	S. 81	-	-
H. 1406	Abolition of the Board of Labor and Industries.	Coms.	N. G. C.	Ac.	-
H. 2141	Authority to suspend operation of certain labor laws during period of the war to be granted to the State Board of Labor and Industries (based on H. 2063).	Jt. R. H. W. & M. H. B. 3d R.	Rep. Rep. H. 2151	- - -	- - - ²

3. WOMEN AND CHILDREN.

a. School Attendance.					
S. 206	Continuation schools for employed minors under 16 years of age.	Ed.	S. 487	-	-
S. 487	Continuation schools for employed minors under 16 years of age (based on S. 206, H. 1487).	Ed. W. & M.	Rep. Rep.	- Rej. by S.	- -
H. 28	Issuance of employment certificates to children under 16 years of age.	Ed.	L. W.	Ac.	-
H. 29	Payment by towns for transportation of pupils to outside vocational schools.	Ed.	N. G. C.	Ac.	-
H. 1114	School attendance and employment of minors.	Ed.	L. W.	Ac.	-
H. 1487	Attendance of certain minors at continuation schools.	Ed.	S. 487	-	-

¹ See also S. B. 430, H. B. 1463, H. B. 1538, relative to an investigation into the hours and conditions of labor of hotel employees under *Hours of Labor in Private Employment*, p. 118.

² Gen. Acts, 1917, c. 343, § 24 provides for the appointment by the State Board of Labor and Industries of a committee known as the "War Emergency Industrial Commission" which should consider and act upon petitions for the suspension of the labor laws. (See paragraph 29B on p. 11).

3. WOMEN AND CHILDREN — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	b. Employment of Women and Children.				
H. 317	Employment of minors in bowling allies, theatres and motion picture houses, regulated (based on H. 312).	S. W.	Rep. Ch.	Raj. by H.	-
H. 1072	Employment of women at metal polishing or buffing prohibited.	S. W.	L. W.	Ac.	-
H. 1239	Employment of women in core rooms, repeal of law relative to.	S. W.	L. W.	Ac.	-
H. 1518	Age limit for employment of minors in certain industries, raised.	S. W.	L. W.	Ac.	-
	c. Wages and Hours of Women and Children.¹				
S. 197*	Hours of labor of women and children, . . .	S. W.	N. G. C.	H. sub. H. 2080	-
H. 88	Hours of labor of women and children, . . .	S. W.	N. G. C.	H. sub. S. 197 Am.	-
H. 89	Night employment of women and minors, . . .	S. W.	N. G. C.	H. sub. S. 197 Am.	-
H. 90	Hours of labor of women and children, . . .	S. W.	N. G. C.	H. sub. S. 197 Am.	-
H. 314	Meal hours of women and young persons employed in factories (based on H. 312).	S. W.	L. W.	Ac.	-
H. 331	Records of hours of employment of women and minors (based on H. 319).	S. W.	N. L.	Ac.	-
H. 612	Hours of labor of women and children, . . .	S. W.	N. G. C.	H. sub. S. 197 Am.	-
H. 746	Hours of labor of women and children, . . .	S. W.	N. G. C.	H. sub. S. 197 Am.	-
H. 907	Meal hours for women and minors employed in factories.	S. W.	Rep.	Ac.	110 G.
H. 910	Employment of girls in telephone exchanges until 11 P.M.	S. W. Recons.	Rep. Rep.	-	294 G.
H. 1235	Hours of labor of women and children, . . .	S. W.	N. G. C.	H. sub. S. 197 Am.	-
H. 1446	Commission to investigate the matter of federal regulation of wages of women and minors.	F. R.	L. W.	Ac.	-
H. 2080	Hours of labor of women and children (based on S. 197).	-	-	Sub. by H. for S. 197. Raj. by S.	-

4. WAGES AND HOURS OF LABOR IN PRIVATE EMPLOYMENT.²

	a. Wages.³				
S. 63	Certain qualifications for members of Wage Boards, established (based on S. 307, H. 1517).	S. W. Recons.	Rep. Ch. S. 533	-	-
S. 91	Law creating the Minimum Wage Commission, repeal of.	S. W.	N. G. C.	Ac.	-
S. 166	Liens for labor or materials,	J. J.	L. W.	S. sub. bill for L. W.	213 G.
S. 307	Powers and jurisdiction of the Minimum Wage Commission.	S. W.	S. 63 Ch.	-	-
S. 533	Certain qualifications for members of Minimum Wage Boards, established (new draft of S. 63).	S. W.	O. P.	Bill raj. by H.	-
H. 53	Imposition of fines for poor work or tardiness, prohibited.	L. Recons.	L. W. H. 1846	-	-
H. 320	Recommendations of the Minimum Wage Commission, enforcement of (based on H. 319).	S. W.	N. L.	Ac.	-
H. 323	Filling vacancies on Minimum Wage Boards (based on H. 319).	S. W.	N. L.	Ac.	-

¹ For bills relative to wages of scrubwomen and washerwomen in public employment, see under *Public Employment*, p. 137.

² Substituted by House for House Bills Nos. 88, 89, 90, 612, 746 and 1235.

³ See also under *Wages and Hours of Women and Children*, above, and *Public Employment*, p. 126.

4. WAGES AND HOURS OF LABOR IN PRIVATE EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
a. Wages — Con.					
H. 323	Posting of information relative to minimum wages in places of employment (based on H. 319).	S. W.	N. L.	Ac.	-
H. 494	Pleadings and proof in suits to recover for work done, etc.	J. J.	H. 1844	-	-
H. 631	Records of the Minimum Wage Commission to be public records.	L. A.	L. W.	Ac.	-
H. 675	Assignment of wages,	L. A.	L. W.	Ac.	-
H. 744	Recommendations of the Minimum Wage Commission, enforcement of.	S. W.	L. W.	Ac.	-
H. 831	Specifications to be furnished to weavers in cotton mills.	La.	N. G. C.	Ac.	-
H. 833	Weekly payment of wages to hotel employees,	La.	Rep.	Rej. by H.	-
H. 836	Fees, gifts, and gratuities received by hotel and restaurant employees.	L. A.	L. W.	Ac.	-
H. 960	Regulation of employment by and expenditures of public service corporations.	J. J.	L. W.	Ac.	-
H. 1265	Officers, trustees, and employees of savings banks not to receive fees.	B. & B.	N. G. C.	Ac.	-
H. 1517	Reports of Wage Boards to the Minimum Wage Commission.	S. W.	S. 63 Ch.	-	-
H. 1844	Pleadings and proof in suits to recover for work done, etc. (based on H. 494).	J. J.	Rep.	-	194 G.
H. 1846	Imposition of fines for poor work or tardiness, prohibited.	La.	Rep.	H. sub. H. 1833 H. sub. bill for H. 1833 N. G. C. Sub. by H. for H. 1846 H. sub. H. 1846	-
H. 1833	Deductions from wages because of tardiness, .	H. B. 3d R.	Rep. Ch.	-	-
b. Hours of Labor.¹					
S. 49	Hours of labor in continuous industries, . . .	La.	L. W.	Ac.	-
H. 430	Investigation into hours and conditions of labor of hotel employees (based on H. 573). ²	-	-	-	-
S. 441	Hours of labor in continuous industries (based on S. 1).	La.	Rep.	Rej. by S.	-
S. 483	Uniform (Federal) eight hour law (based on H. 1239).	S. B. 3d R.	Rep.	Adop. ⁴	-
H. 337	National law regulating the employment of labor.	F. R.	H. 1121	-	-
H. 360	Hours of labor of certain employees in paper mills.	S. W.	L. W.	H. sub. bill for L. W. Am. by H.	-
H. 654	National law regulating the employment of labor.	Conf. Com. F. R.	Rep. H. 1121	Rej. by H.	-
H. 671	Hours of labor not to exceed 54 in any one week,	La.	L. W.	Ac.	-
H. 1121	Amendment to Constitution to empower Congress to regulate the hours of labor (based on H. 337, H. 654).	F. R.	Rep.	Adop. ⁴	-
H. 1239	Uniform (Federal) eight hour law,	F. R. S. B. 3d R.	Rep. N. D. S. 483	- S. sub. S. 483	-
H. 1468	Investigation of methods of employment of hotel and restaurant workers. ³	La.	L. W.	Ac.	-
H. 1533	Report of the State Board of Labor and Industries relative to the investigation of prevailing conditions in hotels and restaurants. ³	La.	N. L.	Ac.	-

¹ See also under *Women and Children*, p. 117, and *Public Employment*, p. 126.² For H. 51 and H. 573 providing one day off in seven for employees in hotels and restaurants, see under *Sunday Labor and Weekly Day of Rest*, p. 129.³ Moved to be substituted for H. 573, see under *Sunday Labor and Weekly Day of Rest*, p. 129.⁴ Resolution.

5. WORKMEN'S COMPENSATION AND INDUSTRIAL INSURANCE.

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
a. Workmen's Compensation.					
S. 135	Medical services in industrial accident cases (based on H. 45, H. 570, H. 668).	J. J.	Rep. Ch.	-	198 G.
S. 370	Report of the joint special recess committee on workmen's compensation insurance rates and accident prevention.	J. J.	Rep.	S. sub. S. 505	-
S. 538	Payments under the Workmen's Compensation Act.	J. J.	Rep.	-	269 G.
S. 564	Transaction of workmen's compensation insurance and self-insurance.	-	-	Sub. by S. for S. 370 in part and H. 50 ¹	-
S. 565	Constitutional amendment to provide for compulsory compensation to workmen.	S. W. & M.	N. G. C.	Sub. by S. for S. 370 in part and H. 50 ¹	-
H. 45	Selection of physician by injured employees, .	J. J.	S. 135 Ch.	-	-
H. 46	Compensation from date of injury, . . .	J. J.	L. W.	Ac.	-
H. 47	Increase of maximum compensation, . .	J. J.	L. W.	Bill Ch. sub. for L. W.	-
		H. B. 3d R.	N. D. H. 1994	S. sub. H. 1994 for bill	-
H. 48	Increase of maximum and minimum weekly compensation to employees totally incapacitated.	J. J.	L. W.	Ac.	-
H. 49	Compensation after seven days, . . .	J. J.	L. W.	Bill Ch. sub. for L. W. Bill rej. by S.	-
H. 119	Authority of Insurance Commissioner in approving rates extended (based on H. 117).	J. J.	N. G. C.	Ac.	-
H. 206	Legislation recommended by the Industrial Accident Board (3 bills).	J. J.	H. 3079	-	-
H. 289	Payments to prisoners injured in performance of duties (based on H. 287).	J. J.	N. L.	Ac.	-
H. 350	Compensation from date of injury, . . .	J. J.	L. W.	Ac.	-
H. 412	Payment of lump sums under the Workmen's Compensation Act (sub. by S. for L. W. on H. 966).	J. J.	L. W.	Ac.	-
H. 413	Time at which compensation shall begin, .	J. J.	L. W.	Ac.	-
H. 435	Compensation of arbitrators, how paid, .	J. J.	L. W.	Ac.	-
H. 486	Medical and hospital services for injured persons.	J. J.	L. W.	Ac.	-
H. 568	Compensation from date of injury, . . .	J. J.	L. W.	Ac.	-
H. 569	Compensation from date of injury, . . .	J. J.	L. W.	Ac.	-
H. 570	Selection of physician by injured employees, .	J. J.	S. 135 Ch.	-	-
H. 661	Defence of assumption of risk in actions under the Workmen's Compensation Act to be excluded.	J. J.	L. W.	Ac.	-
H. 662	Time at which compensation shall begin, .	J. J.	L. W.	Ac.	-
H. 663	Selection of physician by injured employees, .	J. J.	S. 135 Ch.	-	-
H. 747	Commission to report a plan for extending the Workmen's Compensation Act to cover health insurance.	S. W.	S. 543 ²	-	-
H. 830	Amount of compensation during total incapacity.	J. J.	L. W.	Ac.	-
H. 966	Payments of lump sums under the Workmen's Compensation Act.	J. J.	S. W.	S. sub. H. 412 for L. W. Rej. by S.	-

¹ See under *Industrial Insurance*, p. 130.² See under *Pensions and Retirement Systems*, (a) General, p. 122.

5. WORKMEN'S COMPENSATION AND INDUSTRIAL INSURANCE — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
a. Workmen's Compensation — Con.					
H. 1146	Extra-territorial effect to be given to the Workmen's Compensation Act.	J. J.	L. W.	Ac.	-
H. 1304	Recovery of damages by employees injured in the course of their employment.	J. J.	L. W.	Ac.	-
H. 1366	Members of Industrial Accident Board to devote their whole time to the duties of the Board.	P. S.	L. W.	Ac.	-
H. 1822	Compensation for State employees injured in the course of their employment.	J. J.	L. W.	Ac.	-
H. 1994	Increase of maximum compensation (based on H. 47).	H. B. & R.	Rep.	Am. by S.	249 G.
H. 2079	Prevention of delay in settlement of claims on account of personal injuries.	J. J. W. & M.	Rep. O. P.	- Am. by H.	- 297 G.
b. Industrial Insurance.					
S. 102	Provision for fair and reasonable health and accident insurance contracts.	Ins.	L. W.	Ac.	-
H. 50	Liability insurance companies not to become subscribers to the Massachusetts Employees Insurance Association (based on S. 370).	J. J.	Rep.	S. sub. S. 564	-
H. 118	Increase of reserve of liability companies for outstanding losses.	Ins.	Rep.	-	10 G.
H. 410	Extension of rights of mutual liability insurance companies.	Ins.	H. 1773	-	-
H. 650	Reinsurance in unauthorized companies.	Ins.	H. 1776	-	-
H. 821	Protection of holders of industrial insurance.	Ins.	L. W.	Ac.	-
H. 963	Applicants for industrial insurance to be exempt from medical examination.	Ins.	L. W.	Ac.	-
H. 973	All employers to provide insurance for the protection of their employees.	J. J.	N. G. C.	Ac.	-
H. 1124	Reciprocal or inter-insurance contracts and exchanges to be authorized.	Ins.	L. W.	- ¹	-
H. 1773	Extension of powers of mutual liability insurance companies (based on H. 410).	Ins. Recons.	Rep. Rep.	Raj. by S. -	- 191 G.
H. 1776	Reinsurance in unauthorized companies.	Ins.	Rep.	-	123 G.
H. 1816	Reciprocal or inter-insurance contracts and exchanges to be authorized (based on H. 1124).	Ins. Recons.	Rep. N. G. C.	- Ac.	- -
H. 1849	Reciprocal or inter-insurance contracts to be authorized.	-	-	- ¹	-

6. PENSION AND RETIREMENT SYSTEMS FOR PUBLIC EMPLOYEES.

a. Employees of the Commonwealth.¹					
S. 236	Retirement of veterans of the Civil War.	P. S.	H. 2061	-	-
H. 296	Considerations other than money to be deemed a part of salaries or wages for the purpose of making deductions under the retirement system.	P. S. W. & M.	Rep. O. P.	- -	- Res. 106
H. 2061	Retirement of veterans of the Civil War (based on S. 236).	P. S. H. W. & M.	Rep. N. P.	- -	- -
b. Employees of Cities and Towns.²					
1. <i>Public School Teachers.</i>					
S. 463	Amendments to the Teachers' Retirement Act (based on H. 780).	S. W. W. & M.	Rep. O. P. Ch.	- -	- 223 G.
S. 506	Pension and annuity funds for public school teachers in Boston to be exempt from taxation.	Tax.	Rep.	-	337 S.

¹ H. 1849 moved to be substituted for report L. W. on H. 1124.² See also H. 613 and H. 1830 under *Miscellaneous*, pp. 121 and 122.

6. PENSION AND RETIREMENT SYSTEMS FOR PUBLIC EMPLOYEES—*Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	b. Employees of Cities and Towns—Con.				
H. 780	1. <i>Public School Teachers</i> —Con. Amendments to the Teachers' Retirement Act,	S. W.	S. 462	-	-
H. 820	Payment of retirement allowances to members of the Teachers' Retirement Association.	Ed. H. W. & M.	Rep. N. P.	Bill rej. by H.	-
	2. Janitors and Attendance Officers.				
H. 92	Retirement of public school attendance officers,	S. W. H. W. & M.	Rep. N. P.	Bill rej. by H.	-
H. 93	Retirement of janitors in schools in cities and towns.	S. W.	N. G. C.	Ac.	-
H. 515	Pensions for janitors of schools and public buildings in Springfield.	S. W.	N. G. C.	Ac.	-
H. 516	Pensions for janitors of schools and public buildings.	S. W.	N. G. C.	Ac.	-
H. 1237	Rate of pension for janitors of public schools in Boston.	S. W.	Rep.	-	146 S.
H. 1620	Retirement of janitors and custodians of public school buildings.	S. W.	L. W.	Ac.	-
	3. Firemen and Policemen.				
S. 350	Annual payment to the Massachusetts State Firemen's Association (based on H. 462).	S. B. 3d R.	Rep.	-	121 S.
S. 551	Income from annuities paid on account of service in a police or fire department to be exempt from taxation.	-	-	Sub. by H. 1830 ¹	-
H. 462	Annual payment to the Massachusetts State Firemen's Association.	H. B. 3d R. Jt. W. & M.	Rep. Rep.	-	270 G.
H. 911	Retirement of members of the police department in Newton.	S. B. 3d R.	N. D. S. 250	-	-
H. 912	Retirement of members of the fire department in Newton.	S. W.	Rep.	-	129 S.
H. 1239	Retirement of members of the police department in Boston.	S. W.	L. W.	Ac.	-
H. 1515	Establishment of pension funds for disabled and superannuated members of fire departments.	S. W.	L. W.	Ac.	-
	4. Foremen and Laborers.				
H. 91	Retirement fund for laborers employed by the city of Fall River.	S. W.	L. W.	Ac.	-
H. 1069	Pensions for foremen and laborers employed by cities and towns.	S. W.	L. W.	Ac.	-
H. 1390	Time of payment of pensions on account of laborers formerly employed by the city of Boston.	S. W.	L. W.	Ac.	-
	5. Other Municipal Employees.				
H. 908	Pensions for matrons of the House of Detention in Boston.	S. W.	H. 1721	-	-
H. 1394	Pensions for employees of the Suffolk School for Boys in Boston.	S. W.	N. G. C.	Ac.	-
H. 1521	Pensions for employees of cities and towns.	S. W.	L. W.	Ac.	-
H. 1669	Pensions for certain employees of the city of Everett (based on S. 206).	Cit.	Rep.	-	185 S.
H. 1721	Pensions for matrons of the House of Detention in Boston (based on H. 908).	S. W.	Rep.	-	214 S.
	6. Miscellaneous.				
S. 24	Pensions for laborers in the service of the Metropolitan Water and Sewerage Board and the Metropolitan Park Commission.	S. W.	Rep.	Bill rej. by S.	-
H. 613	General repeal, with certain exceptions, of all pension acts affecting public employees.	S. W.	L. W.	Ac.	-

¹ See under *Miscellaneous*, p. 122.

6. PENSION AND RETIREMENT SYSTEMS FOR PUBLIC EMPLOYEES — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	b. Employees of Cities and Towns — Con.				
H. 730	6. Miscellaneous — Con. Retirement of civil war veterans from the service of counties.	P. S. Cos. S. W. & M. Tax.	Rep. O. P. Rep. Rep.	- - - Rej. by S. H. sub. S. 551	- - -
H. 1830	Income from annuities received from the Commonwealth, counties, cities, or towns to be exempt from taxation.				

7. SOCIAL INSURANCE.

	a. General.				
S. 543	Appointment of a Special Commission on Social Insurance (based on S. 1, S. 306, H. 747, H. 1074, H. 1880).	S. W. S. W. & M. Jt. R. H. W. & M.	Rep. Rep. Rep. O. P.	- - - -	- - - Res. 130
S. 544	Statement of the Committee on Social Welfare relative to its report on the subject of Social Insurance.	-	-	- ¹	-
H. 1850	Report of the Special Commission on Social Insurance. (See S. 543.)	S. W.	N. G. C.	Ac.	-
H. 1985	Additional copies of the report of the Commission on Social Insurance to be printed and bound.	Jt. W. & M.	Rep.	Rej. by S.	-
	b. Old Age Pensions.				
S. 310	Investigations of old age pensions by the Congress of the United States.	F. R.	L. W.	Ac.	-
S. 280	Provision for a comprehensive system of old age pensions.	S. W.	N. G. C.	Ac.	-
S. 548	The Director of the Bureau of Statistics to collect certain data regarding old age pensions (based on S. 1).	S. W. S. W. & M.	Rep. Rep.	- Rej. by S.	- -
S. 549	Statement of the Committee on Social Welfare relative to its report on the subject of old age pensions.	-	-	- ²	-
H. 370	State pensions for persons above the age of 70 years.	S. W.	N. G. C.	Ac.	-
H. 513	Establishment of a general system of non-contributory old age pensions.	S. W.	N. G. C.	Ac.	-
H. 1743	Establishment of a State system of old age annuities in the department of the Insurance Commissioner.	S. W. H. W. & M. S. W. & M.	Rep. O. P. N. G. C.	- - -	- - -
	c. Health Insurance and Maternity Benefits.				
S. 306	Maternity benefits for the protection of mothers and children.	S. W.	S. 543	-	-
H. 747	Compensation to employees during illness, etc.,	S. W.	S. 543	-	-
H. 1074	Establishment of a system of compulsory health insurance.	S. W.	S. 543	-	-
	d. Pensions for the Needy Blind.				
S. 59	Provision of pensions for the needy blind.	S. W.	S. 515 ³	-	-
S. 336	Report of the Supervisor of Administration Relative to the Advisability of Providing Pensions for the Needy Blind.	S. W.	S. 515 ³	-	-
H. 318	Special outdoor aid to blind persons or their families.	S. W.	S. 515 ³	-	-

¹ Printed by order of the Senate in connection with S. 543.² Printed by order of the Senate in connection with S. 543.³ See under *Education for the Handicapped*, p. 124.

8. CO-OPERATIVE ASSOCIATIONS.

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
S. 333	Codification of law relative to co-operative societies.	Mer. Aff.	N. L.	Ac.	-
H. 133	Taxation of credit unions (based on H. 178), .	Tax.	N. G. C.	Ac.	-
H. 411	Fraternal benefit societies authorized to pay death or annuity benefits upon the lives of certain children.	Ins.	Rep.	Am. by S.	123 G.
H. 563	Regulation of fraternal benefit societies, . .	Ins.	Rep.	-	106 G.
H. 822	Payment of certain burial benefits to members of fraternal benefit societies.	Ins.	H. 1739	-	-
H. 944	Consolidation and amendment of statutes relative to the incorporation and management of co-operative associations.	Mer. Aff.	N. G. C.	Ac.	-
H. 993	Incorporation of the Massachusetts Credit Union Association.	B. & B. Recons.	L. W. Rep. Ch.	-	-
H. 1101	Supervision of credit unions,	B. & B.	L. W.	Ac.	231 S.
H. 1739	Payment of certain burial benefits to members of fraternal benefit societies (based on H. 822).	Ins.	Rep.	-	107 G.
H. 1733	Personal property of certain fraternal beneficiary societies, orders, and associations to be exempt from taxation.	Tax.	Rep. Ch.	-	204 G.

9. SMALL LOANS LAW.

S. 94	Incorporation and supervision of industrial banks.	B. & B.	L. W.	Ac.	-
H. 840	Making of small loans,	L. A.	L. W.	Ac.	-
H. 980	Rate of interest on small loans,	L. A.	N. G. C.	Ac.	-
H. 1266	Incorporation of a bank to loan on goods and chattels only.	B. & B.	L. W.	Ac.	-
H. 1230	Rate of interest on small loans,	L. A.	N. G. C.	Ac.	-
H. 1231	Rate of interest on small loans,	L. A.	N. G. C.	Ac.	-

10. INDUSTRIAL EDUCATION.

a. Agricultural Education.					
S. 207	Reimbursement of cities and towns maintaining agricultural schools or furnishing agricultural instruction.	Ed. W. & M.	Rep. O. P.	-	61 G.
S. 362	Facilitating the work of the Essex County Agricultural School.	Ed. Cos.	Rep. O. P.	-	-
S. 509	Special Commission on Agricultural Education to have more time to report.	S. W. & M. Jt. R.	Rep. O. P.	-	176 G.
H. 465	Encouragement of agriculture among children and youths.	H. W. & M. Ag.	Rep. O. P.	-	Res. 81.
H. 471	Establishment and maintenance of an independent agricultural school in Middlesex County.	H. W. & M. Ed.	Rep. N. P. N. G. C.	Ac.	-
H. 806	Further regulating the Bristol County Agricultural School.	Ed. H. W. & M. Cos.	Rep. O. P. H. 1533	-	-
H. 1651	Special commission on investigation of Agricultural education to have more time to report.	Rules W. & M. Cos.	Rep. O. P.	-	Res. 23.
H. 1833	Further regulating the Bristol County Agricultural School.	S. W. & M.	Rep. O. P.	Am. by H.	247 G.

10. INDUSTRIAL EDUCATION — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number H Enacted
	b. Education for the Handicapped.				
S. 85	Establishment of workshops and industrial homes for the blind.	S. W.	S. 515 ¹	-	-
S. 515	Investigation of the Massachusetts Commission for the blind (based on S. 59, S. 85, S. 326, H. 318). ¹	S. W. W. & M.	Rep. O. P. Ch.	Am. by H. (See S. 570)	Res. 125.
S. 570	Establishment of workshops and industrial homes for the blind (based on S. 85, S. 515).	-	Sub. for 515 in part	-	-
H. 398	Board of Education to have more time to report on matter of special training for injured persons.	W. & M. Ed.	O. P. Rep.	Rej. by H.	-
H. 1436	Instruction for cripples in trades and crafts.	W. & M.	O. P.	-	Res. 4.
H. 1516	Higher education of the blind.	Ed. H. W. & M. S. W.	Rep. N. G. C. L. W.	- Ac.	- -
H. 1677	Provision for printing the report of the Board of Education on special training for injured persons.	Ed.	N. P.	Bill rej. by H.	-
H. 1733	Special report of the Board of Education on training for injured persons.	Ed.	H. 2021	-	-
H. 2021	Provision for training injured persons.	Ed. H. W. & M.	Rep. N. G. C.	-	-
	c. Miscellaneous.				
S. 181	State-aided vocational education.	Ed. Recons. Recons. P. I.	N. G. C. L. W. N. G. C. Rep.	- - - -	- - 50 G.
S. 365	Instruction of nurses, attendants, and patients in certain institutions (based on H. 336, H. 395).				
S. 427	Message from the Governor with reference to acceptance by the State of the Vocational Education Act of Congress.	Ed. H. W. & M.	Rep. N. D. H.	-	-
H. 33	Establishment of a State University.	Ed.	L. W.	Ac.	-
H. 107	Authorizing the Trustees of the Lowell Textile School to grant certain degrees.	Ed.	Rep.	-	244 S.
H. 395	Instruction of nurses, attendants, and patients in certain institutions (based on H. 396).	P. I.	S. 365	-	-
H. 1484	Establishment of schools in county prisons.	Ed.	H. 1874	-	-
H. 1493	Training schools for prospective patrolmen and police officers in municipalities.	Ed.	L. W.	Ac.	-
H. 1871	Acceptance by the State of the Vocational Education Act of Congress (based on S. 427).	H. W. & M. S. W. & M.	O. P. Rep.	-	215 G.
H. 1874	Establishment of schools in county prisons, investigation relative to.	Ed. W. & M.	Rep. O. P.	-	Res. 59

11. LICENSED OCCUPATIONS.

	a. Hawkers and Peddlers.				
H. 317	Coal and coke dealers to be licensed (based on H. 210).	Mer. Aff.	No report	-	-
H. 1000	Optional filing of bond by itinerant vendors instead of making special deposit.	Mer. Aff.	H. 1914	-	-
H. 1473	Purchase and sale of articles by junk dealers.	L. A.	Rep.	Am. by S.	130 G.
H. 1914	Optional filing of bond by itinerant vendors instead of making special deposit (based on H. 1000).	Mer. Aff.	Rep.	Am. by H. Am. by S.	237 G.
	b. Chauffeurs.				
H. 740	Protection from careless operation of motor vehicles.	R. & B.	S. 413 ²	-	-
H. 508	Fees for registration of motor vehicles.	R. & B.	L. W.	Ac.	-

¹ See also under *Pensions for the Needy Blind*, p. 123.² Omitted, as not bearing specifically on the licensing of chauffeurs.

11. LICENSED OCCUPATIONS — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	b. Chauffeurs—Con.				
H. 509	Recovery of damages when not duly licensed,	J. J.	L. W.	Ac.	-
H. 739	Protection from careless operation of motor vehicles.	R. & B.	S. 413 ¹	-	-
	c. Miscellaneous.				
S. 107	Licensing of electricians further regulated,	Mer. Aff.	L. W.	Ac.	-
S. 519	Licensing of engineers and firemen further regulated.	Mer. Aff.	L. W.	Ac.	-
H. 590	Registration of nurses further regulated,	P. H.	L. W.	Ac.	-
H. 711	Regulation of examinations in plumbing,	P. H.	L. W.	Ac.	-
H. 1253	Creation of a State Board of Barber Examiners,	P. H.	L. W.	Ac.	-
H. 1491	Licensing of persons handling food for public consumption.	P. H.	L. W.	Ac.	-

12. PUBLIC EMPLOYMENT.

	a. Employees under Civil Service Law.²				
	1. General.				
H. 146	County employees and certain State and city employees.	P. S.	N. L.	Ac.	-
H. 397	Rules of the Civil Service Commission to be abolished.	P. S.	L. W.	Ac.	-
H. 604	Certain employees in the service of the several counties.	P. S.	L. W.	Ac.	-
H. 737	Powers and duties of the Civil Service Commission defined.	P. S.	L. W.	Ac.	-
H. 1231	Standardisation of grades and compensation in the civil engineering service of the Commonwealth.	P. S.	N. G. C.	Ac.	-
H. 1765	Appointive positions in the several cities (based on S. 1).	P. S.	Rep.	Rej. by H.	-
	2. Firemen and Policemen.				
S. 79	Policemen and firemen who have served in the army or navy of the United States to be exempt from the provisions of the civil service law.	P. S.	L. W.	Ac.	-
S. 190	Firemen and policemen in the town of Natick,	P. S.	Rep.	S. 335	-
S. 271	Promotion of firemen in cities, without further examination.	P. S.	L. W.	Ac.	-
S. 273	Promotion of police officers in cities, without further examination.	P. S.	L. W.	Ac.	-
S. 276	Examinations for promotion in the fire department of the city of Boston to be similar to those for promotion in the police department.	P. S.	L. W.	Ac.	-
S. 335	Firemen and policemen in the town of Natick (based on S. 190).	P. S.	Rep.	-	11 S.
H. 1103	Drivers of patrol wagons and ambulances in the city of Cambridge.	Cit.	Rep.	-	125 S.
H. 1507	Certification of chauffeurs in the fire department of the city of Boston.	P. S.	L. W.	Ac.	-
	3. Laborers.				
S. 23	Laborers and others in the service of the town of Watertown.	P. S.	L. W.	Ac.	-

¹ Omitted, as not bearing specifically on the licensing of chauffeurs.² Unless otherwise stated the bills enumerated provide for the placing of the employees specified under the provisions of the Civil Service Law. Bills relative to heads of departments and other public officials employed on a salary basis have been omitted from this section.

12. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	a. Employees under Civil Service Law — Con.				
	3. Laborers — Con.				
H. 80	Laborers and others employed by the Commission on Waterways and Public Lands.	P. S.	Rep. N. G. C.	-	-
H. 696	Transfer of certain laborers in the public service.	Met. Aff.	Rep. Ch.	Am. by S.	86 G.
H. 724	Uniformity of application of the civil service laws to certain employees of the Commonwealth.	P. S.	Rep.	Rej. by H.	-
	4. Public School Employees.				
H. 596	Janitors of certain school houses in the town of Methuen.	P. S.	L. W.	Ac.	-
H. 1216	Janitors of public schools in the town of Arlington.	P. S.	Rep. Ch.	-	268 S.
H. 1368	Public school teachers.	P. S.	L. W.	Ac.	-
	5. Other Public Employees.				
S. 80	Public library employees to be exempt from provisions of the civil service law.	P. S.	L. W.	Ac.	-
S. 192	Caretakers of the public comfort station in the city of Lawrence.	P. S.	Rep. Ch.	-	312 S.
S. 277	Employees in the office of the Treasurer and Collector of Taxes in the city of Lawrence.	P. S.	L. W.	Ac.	-
S. 558	Removal, suspension, or transfer of employees of certain State penal institutions (based on H. 1873, H. 2007).	S. B. 3d R. H. W. & M.	Rep. Rep.	-	230 G.
H. 887	Caretaker of public playgrounds in the city of Springfield.	P. I. P. S.	L. W. Rep. Ch.	Ac. -	255 S.
H. 888	Sanitary custodian in the city of Springfield.	P. S.	Rep. Ch.	-	256 S.
H. 1362	Certain employees of the county of Essex.	P. S.	H. 1969	-	-
H. 1969	Certain employees of the county of Essex (based on H. 1362).	P. S.	Rep.	Rej. by H.	-
	b. Wages and Salaries.				
	1. State Employees (General).				
H. 606	Employees receiving less than \$1,800 per annum (based on H. 78).	P. S.	H. 2016	-	-
H. 607	Additional compensation for State employees.	P. S. H. W. & M. W. & M.	Rep. Ch. O. P. Ch. N. G. C.	Am. by H.	-
H. 2016	Temporary increase in compensation of certain employees (based on H. 78, H. 606).	P. S. W. & M. Recons.	Rep. O. P. Rep.	Am. by S.	323 G.
	2. Public Employees in Military or Naval Service.				
H. 72	State employees who served on the Mexican Border.	M. A. H. W. & M.	Rep. N. D. H. 1748	-	-
H. 1748	State employees who served on the Mexican Border (based on H. 72).	H. W. & M. Recons.	Rep. Rep.	Rej. by H.	-
H. 1960	Employees of cities and towns in military or naval service.	S. W. & M. Mil. Aff. H. W. & M.	Rep. Rep. Ch.	-	Res. 43
H. 2004	State employees in military or naval service.	Mil. Aff. H. W. & M.	Rep. N. G. C.	H. sub. H. 2018	-
H. 2018	Employees of cities and towns in military or naval service.	S. W. & M.	Rep.	Bill sub. for N. G. C.	-
	3. Certain Employees at the State House.				
S. 120	Machinist in Sergeant-at-Arms' Department.	P. S.	L. W.	Ac.	-
H. 430	Watchmen and assistant watchmen.	P. S.	L. W.	Ac.	-

12. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	b. Wages and Salaries — Con.				
H. 726	8. <i>Certain Employees at the State House — Con.</i>	P. S.	L. W.	Ac.	-
H. 729	Chief engineers of watch,	P. S.	L. W.	Ac.	-
H. 808	Porters,	P. S.	L. W.	Ac.	-
H. 1047	Electricians and assistant electricians, . . .	P. S.	L. W.	Ac.	-
	Firemen,	P. S.	L. W.	Ac.	-
H. 1280	4. <i>School Teachers and School Nurses.</i>	Ed.	H. 1974	-	-
H. 1281	Minimum salary for public school teachers, .	Ed.	H. 1967	-	-
H. 1967	Equal salaries for men and women teachers in the city of Boston.	Ed.	Rep.	Am. by H. Rej. by S.	-
H. 1974	Equal salaries for men and women teachers in the city of Boston (based on H. 1281). Minimum salary for public school teachers. (See H. 1280).	Ed.	Rep.	Rej. by S.	-
S. 30	5. <i>Laborers.</i>	P. S.	L. W.	Ac.	-
S. 21	Minimum wage for laborers employed by the Commission on Waterways and Public Lands, Minimum wage for laborers employed by the Metropolitan Park Commission and the Met- ropolitan Water and Sewerage Board.	Met. Aff.	S. 540	-	-
H. 501	Minimum wage for laborers employed by cities and towns.	Cit.	L. W.	Ac.	-
H. 890	Minimum wage for laborers employed by cities and towns.	Cit.	L. W.	Ac.	-
S. 279	6. <i>Scrubwomen and Cleaners.</i>	S. W.	L. W.	Ac.	-
H. 882	Minimum weekly wage for scrubwomen, .	P. S.	L. W.	Ac.	-
H. 1218	Prevailing wage for women doing cleaning, sweeping, etc., in public buildings.	P. S.	L. W.	Ac.	-
H. 1219	Minimum hourly wage for scrubwomen in pub- lic buildings.	P. S.	Rep. Ch. O. P.	-	-
H. 1371	Minimum weekly wage for scrubwomen em- ployed in the Suffolk County Court House.	S. W. & M. P. S.	Rep. L. W.	-	272 G.
	Minimum hourly wage for washwomen in State service.	P. S.	L. W.	Ac.	-
S. 75	7. <i>Miscellaneous.</i>	L. A.	L. W.	Ac.	-
S. 274	Indemnification of members of fire depart- ments in certain cases.	P. S.	L. W.	Ac.	-
S. 275	Salaries and wages of certain employees in the Suffolk County Court House.	P. S.	L. W.	Ac.	-
S. 540	Salaries of certain employees in the House of Correction at Deer Isle.	Met. Aff. S. W. & M. H. W. & M.	Rep. Rep. N. P.	-	-
H. 32	Increased wages of employees of the Metropoli- tan Water and Sewerage Board (based on S. 21, H. 858, H. 1714).	Ed.	L. W.	Ac.	-
H. 294	Tenure of office of teachers and superintend- ents, repeal of laws relative to.	Jt. Coms. W. & M. Met. Aff.	Rep. Ch. O. P. N. G. C.	-	217 G.
H. 697	Printing of lists of State employees with their compensation (based on H. 290).	Met. Aff.	N. G. C.	Ac.	-
H. 732	Wages and hours of labor of certain employees of the Metropolitan Water and Sewerage Board.	Cit.	N. G. C.	Ac.	-
H. 868	Time of payment of vacation pay of employees of cities and towns.	Met. Aff.	S. 540	-	-
H. 1048	Increased salaries for engineers at the pumping stations of the Metropolitan Water and Sewer- age Board.	P. S.	L. W.	Ac.	-
H. 1283	Increased salary for the electrician and assist- ant engineers at the State Prison.	Ed.	L. W.	Bill sub. for L. W.	84 G.
	Religious and political affiliations of applicants for positions as public school teachers not to be inquired into.				

12. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
c. Hours of Labor.					
S. 81	Division into day and night forces of permanent municipal fire departments ("platoon system") (based on H. 1104, H. 1373, H. 1426).	Cit. Recons.	Rep. Rep.	Rej. by S. Rej. by S.	- -
S. 353	Acceptance of the eight hour law by the town of Westfield.	Ins.	Rep.	-	123 S.
H. 341	Maximum hours of labor of county employees in penal institutions.	Cos.	N. G. C.	Ac.	-
H. 697	Wages and hours of labor of certain employees of the Metropolitan Water and Sewerage Board.	Met. Aff.	N. G. C.	Ac.	-
H. 1104	Hours of duty of members of the Boston fire department.	Cit.	S. 81	-	-
H. 1373	Hours of labor of firemen in cities and towns ("platoon system").	Cit.	S. 81	-	-
H. 1426	Two platoon systems for the Boston fire department.	Cit.	S. 81	-	-
d. Vacation, Half-holidays and Days Off.					
S. 4	Days off for members of the Boston police department.	Cit.	N. G. C.	Ac.	-
S. 5	Days off for members of the Boston police department.	Cit.	N. G. C.	Ac.	-
S. 14	Annual vacations for laborers and others employed by the Metropolitan Water and Sewerage Board and the Metropolitan Park Commission.	Met. Aff.	N. G. C.	Ac.	-
S. 32	Vacations for laborers in cities and towns.	Cit.	Rep. Ch.	-	16 G.
H. 502	Annual vacations for city and town laborers.	Cit.	L. W.	Ac.	-
H. 551	Days off for members of police departments in certain cities.	Cit.	N. G. C.	Ac.	-
H. 598	Half-holidays for laborers and others employed by cities and towns.	Cit.	N. G. C.	Ac.	-
H. 599	Saturday half-holidays for city and town employees.	Cit.	N. G. C.	Ac.	-
H. 600	Janitors of public buildings in cities and towns not to be required to work more than six days in any one week.	P. S.	L. W.	Ac.	-
H. 601	Weekly half-holiday for laborers and teamsters employed by the city of Somerville.	Cit.	Rep.	Am. by H.	205 S.
H. 1153	Vacations and pay for holidays for persons employed on State printing.	La.	L. W.	Ac.	-
H. 1270	Days off for members of the Boston fire department.	Cit.	L. W.	Ac.	-
H. 1267	Saturday half-holidays for laborers, workmen and mechanics employed by the city of Newton.	Cit.	N. G. C.	Ac.	-
e. Preference to Citizens.					
S. 119	Preference because of military service.	P. S. Recons.	L. W. Rep.	- Am. by S. Am. by H.	- Veto. See S. 536
S. 526	Governor's veto of act relative to preferences because of military or naval service. ¹	-	-	-	- 1
H. 54	Preference to citizens in employment in the construction of public works.	La.	L. W.	H. sub. bill for L. W.	-
H. 979	Preference to citizens in employment in the construction of public works.	H. W. & M. La.	H. 1935 L. W.	Ac.	-
H. 1041	Preference to citizens as keepers of almshouses in cities and towns.	P. I.	L. W.	Ac.	-
H. 1467	Legal residents only to be employed by cities and towns.	La.	L. W.	Ac.	-
H. 1935	Preference to citizens in employment in the construction of public works (based on H. 54).	H. W. & M. Recons. S. W. & M.	O. P. O. P. Ch. Rep.	- Am. by H. -	- 200 G.

¹ See S. B. 119.

12. PUBLIC EMPLOYMENT — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	f. Miscellaneous.				
S. 60	Title of watchmen employed by the Sergeant-at-Arms.	S. H. & L. S. B. 8d R.	Rep. N. D. S. 325	-	-
S. 335	Title of watchmen and assistant watchmen employed by the Sergeant-at-Arms (based on S. 60).	S. B. 8d R.	Rep.	Rej. by S.	-
H. 418	Employment of masonry mechanics as superintendent and inspector in the construction of public buildings.	Mer. Aff.	L. W.	Ac.	-
H. 884	Notice of discharge of State employees, . . .	P. S.	L. W.	Ac.	-
H. 1373	Removal, suspension or transfer of employees of certain State penal institutions.	P. S.	H. 2007	-	-
H. 1457	Bond to be required when bringing suit against police officers.	J. J.	L. W.	Ac.	-
H. 1469	Appointment of certain police officers, . . .	L. A.	L. W.	Ac.	-

13. PRISON LABOR.

S. 533	Establishment of county industrial farms (based on H. 1207).	S. W. & M. Coe.	O. P. O. P.	Am. by S.	-
H. 137	Taking of land for employment of prisoners thereon (based on H. 125).	P. I.	N. G. C.	Ac.	258 G.
H. 138	Employment of prisoners in reclaiming and cultivating land (based on H. 125).	P. I. H. W. & M.	Rep. Ch. N. D. H. 1737	-	-
H. 289	Compensation for prisoners injured during employment (based on H. 287).	J. J.	N. L.	Ac.	-
H. 877	Acquisition of land in Middlesex county, for the purpose of employing prisoners thereon.	P. I.	L. W.	Ac.	-
H. 1207	Establishment of county industrial farms, . . .	P. I. S. W. & M.	Rep. S. 532	-	-
H. 1502	Allowances of money to prisoners in the State prison.	P. I.	L. W.	Ac.	-
H. 1787	Employment of prisoners in reclaiming and cultivating land (based on H. 125, H. 138).	H. W. & M. S. W. & M.	Rep. Rep.	Am. by H.	-
				-	129 G.

14. LEGAL HOLIDAYS.

H. 64	Designating the twelfth day of February of each year a legal holiday to be known as "Lincoln Day."	L. A.	L. W.	Ac.	-
H. 674	Observance of Labor Day on the second Monday of September.	L. A.	L. W.	Ac.	-
H. 1158	Saturday afternoon to be a legal half-holiday,	L. A.	L. W.	Ac.	-
H. 1330	February 12 to be made a legal holiday, . . .	L. A.	L. W.	Ac.	-

15. SUNDAY LABOR AND WEEKLY DAY OF REST.

S. 511	Authorizing labor on the Lord's Day in household gardens.	L. A.	S. 530	-	-
S. 525	Raising and transportation of farm products on the Lord's Day.	L. A.	N. G. C.	Ac.	-
S. 530	Suspension of certain laws relating to the observance of the Lord's Day (based on S. 511).	L. A.	Rep.	S. sub. N. D. H. 2011	-
H. 51	One day's rest in seven for employees in hotels and restaurants. ¹	La.	L. W.	H. 573 sub. for L. W.	-
H. 573	One day off in seven for employees in hotels and restaurants. ¹	La.	L. W.	Moved to sub. S. 430 ¹	-

¹ See S. 430, H. 1468, H. 1538 under *Wages and Hours of Labor in Private Employment*, p. 118.

15. SUNDAY LABOR AND WEEKLY DAY OF REST—*Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
H. 839	Fishing on the Lord's Day to be allowed, .	L. A.	L. W.	Ac.	-
H. 1317	Exposure of photographic films on the Lord's Day.	L. A.	L. W.	Ac.	-
H. 1906	Cultivation of land and raising agricultural products on the Lord's Day.	L. A.	N. G. C.	Ac.	-
H. 2011	Agricultural labor on the Lord's Day, lawful, .	-	-	Sub. by S. for S. 530	207 G.

16. HOUSING OF WORKING PEOPLE.

H. 311	Homesteads for citizens,	S. W.	H. 2063	-	-
H. 288	Housing in public institutions of employees with families (based on H. 287).	P. I.	N. G. C.	Ac.	-
H. 1388	Aid to be given to settlers upon agricultural lands ("Homestead bonds").	S. W.	N. G. C.	Ac.	-
H. 2063	Homesteads for citizens (based on H. 811), .	S. W. H. W. & M. S. W. & M.	Rep. N. G. C. Rep.	- N. G. C. rej. -	- - 310 G.

17. IMMIGRANT LABOR.¹

S. 149	Establishment of a Massachusetts Board of Immigration.	Jt. Coms.	H. 2008	-	-
H. 912	Establishment of a commission to inquire into the condition, welfare, and industrial opportunities of immigrants and aliens in Massachusetts.	S. W.	L. W.	Ac.	-
H. 2008	Establishment of a Massachusetts Bureau of Immigration (based on S. 149).	Jt. Coms. H. W. & M.	Rep. O. P. Ch.	- N. D. H. 2146	- -
H. 2146	Establishment of a Massachusetts Bureau of Immigration.	- S. W. & M.	- Rep.	N. D. of H. 2008 -	- 321 G.

18. MISCELLANEOUS.

H. 55	Decisions of the Board of Labor and Industries in regard to strikes.	La.	L. W.	Ac.	-
H. 672	Furniture movers to report regarding removals.	L. A.	L. W.	Ac.	-
H. 810	Time to be allowed employees of certain establishments for voting.	E. L.	L. W.	Ac.	-
H. 1396	Dismissal, without notice, of employees on small salaries to be unlawful.	S. W.	L. W.	Ac.	-
H. 1519	Welfare work by corporations,	S. W.	L. W.	Ac.	-
H. 2138	Hours during which workmen's tickets may be used on street railways.	S. Rys.	N. G. C.	Ac.	-

¹ The bills here enumerated have been included because of their direct bearing upon the subject of immigrant labor. See also under *Preference to citizens*, p. 123.

III.

OPINION OF THE ATTORNEY-GENERAL ON PENDING LEGISLATION.

AN ACT REQUIRING ALL EMPLOYERS TO INSURE UNDER THE
WORKMEN'S COMPENSATION ACT FOR THE PROTECTION OF
THEIR EMPLOYEES.

HOUSE DOCUMENT No. 2167.

The Commonwealth of Massachusetts.

DEPARTMENT OF THE ATTORNEY-GENERAL,
BOSTON, May 25, 1917.

HON. CHANNING H. COX, *Speaker of the House of Representatives.*

DEAR SIR:— I beg to acknowledge an Order from the honorable House of Representatives in the following form:

Ordered, That the House of Representatives hereby requests the opinion of the Attorney-General on the following question of law: Would House bill No. 973 of the current year, being "An Act to require all employers coming under the provisions of the workmen's compensation act to insure for the protection of their employees," if enacted into law be valid and in accordance with the provisions of the Constitution of the Commonwealth and of the United States?

The bill referred to is as follows:

SECTION 1. All employers shall secure compensation to their employees by becoming and continuing as subscribers in the association or in some stock or mutual liability insurance company authorized to do business within this commonwealth.

SECTION 2. If an employer shall be in default under the provisions of the preceding section for a period of thirty days, he may be enjoined by the superior court from carrying on his business while such default continues.

This bill, in my opinion, is not in proper form for enactment, since its meaning and application cannot be determined except by reference to the title. If the bill is to be enacted, section 1 should be so drawn as to refer in terms to the workmen's compensation act and its amendments. It has been called to my attention, however, that this bill has been referred to the next General Court, and, accordingly, I assume that my opinion is desired not so much with reference to a bill in this particular form as for use in connection with some legislative action looking toward the enactment of legislation along the general lines suggested by this bill. I therefore discuss the question presented by the order as a general proposition without reference to the particular phraseology of the bill.

I assume that the purpose of this order is to obtain an opinion as to whether a statute may be enacted requiring all persons having in their service employees who are entitled to the benefits of the workmen's compensation act (St. 1911, c. 751, and its amendments) to take out insurance under its provisions. In other words the question is, can the provisions of this statute, by which an employer is given the right to elect as to whether he will bring himself within the statute by subscribing to the Massachusetts Employees Association or insuring with some other liability insurance company, be so amended as to require him thus to insure without modifying the other features.

The workmen's compensation act now in force in this Commonwealth is entirely elective in character both as to employers and as to employees. An employer may insure under its provisions or not as he chooses. If he does not elect to do so, his employees in case of injury obtain more extensive rights against him than they would otherwise have, since, in that event, an employer is deprived of any defence on the ground that the employee was negligent, or that the injury was caused by a fellow servant, or that the employee assumed the risk. If the employer elects to insure, the employee is given the right to choose whether he will come within the provisions of the act and take the benefit of the insurance or not. On entering the employment or, if the employer insures after the employee has been hired, within thirty days after such insurance, the employee may claim his common law rights by notice in writing. If he fails to do so, he is held to have chosen to accept the benefits of the act. If he affirmatively elects not to accept the benefits of the act, in case of injury he obtains only his common law rights as they existed before the enactment of the employers' liability act. Thus it will be seen that the existing act gives both employer and employee a right to choose whether they will come within the provisions or not, although an attempt has been made to induce both parties to choose in favor of the act by making the results of that choice in the ordinary case more attractive than the results of the opposite course.

The effect of the proposed bill is merely to deprive the employer of his right to elect not to come within the provisions of the act. The bill requires him to subscribe to the Massachusetts Employees Association or otherwise to insure under the penalty of being enjoined from carrying on his business if he fails to do so. The bill, however, leaves the remainder of the act entirely unaffected, and thus still leaves to the employee the right, upon entering the service or upon notice that the employer is insured, to choose whether he will come within the provisions of the act or not.

The workmen's compensation act, as originally enacted, was sustained by the Supreme Judicial Court as constitutional, largely because of its elective character. *Opinion of the Justices*, 209 Mass. 607. *Young v. Duncan*, 218 Mass. 346.

The court has never had occasion to pass upon the question as to whether an act compulsory in any of its features could constitutionally be enacted. It is my opinion, however, that a law which requires all employers and employees who come within its scope to submit to its provisions is not beyond the power of the General Court if such act is properly drawn and properly limited. This is made plain, so far as the Federal Constitution is concerned, by two recent decisions of the United States Supreme Court.

In *New York Central R. R. Co. v. White*, 243 U. S. 188, the court unanimously sustained the workmen's compensation law of the State of New York. That law establishes forty-two groups of hazardous employments and requires all employers

and employees in such groups to comply with its provisions and to submit to the exclusive provisions for compensation which it establishes in case of personal injury. Aside from the fact that the law is compulsory in its application to all persons coming within its scope, the system of compensation provided and the method of administering it are analogous to those established by our act. This statute, however, permitted an employer to secure compensation to his employees by (1) insuring in a state fund established by the act; or (2) insuring in any stock or mutual insurance company authorized to transact such business in the state; or (3) paying the compensation provided by the act himself, the right to make this latter election being conditioned upon furnishing satisfactory proof to the commission of his financial ability to pay, and, if required, upon depositing security with the commission. The court held that it is within the power of the states entirely to set aside the rights and liabilities of employers and employees in accident cases as they exist at common law, at least provided that some reasonably just substitute is given therefor. It held that the substitute provided of compensation upon a fixed and reasonable basis in all cases of injury, whether with or without fault, short of intentional injury on the part of either the employer or employee, was not an unreasonable nor an arbitrary scheme. In view of the fact that this statute gave to an employer a reasonable opportunity to subject himself only to liability to his employees instead of bearing the burdens of all industrial accidents in industries of his class through insurance, none of the judges appear to have had any doubt as to the reasonable character of the statute in the liability which it imposed on employers.

In *Mountain Timber Co. v. Washington*, 243 U. S. 219, the court sustained the compensation act of the State of Washington; four justices dissenting. This statute was similar in character to the New York statute, and, like that statute, was applicable only to certain classes of employments expressly recognized as "extra hazardous". It differed, however, from the New York statute in one essential feature, namely, all employers were required to secure compensation to their employees through contributions to a state fund established by the act for the purpose of insuring payments of compensation under it. This statute was thus in all respects compulsory and required each employer coming within its scope to contribute toward the payment of compensation to all employees in industries of his class entirely without reference to whether they received their injuries in his employ or not. In dealing with this additional feature of the Washington statute the court says, —

We are clearly of the opinion that a State, in the exercise of its power to pass such legislation as reasonably is deemed to be necessary to promote the health, safety, and general welfare of its people, may regulate the carrying on of industrial occupations that frequently and inevitably produce personal injuries and disability with consequent loss of earning power among the men and women employed, and, occasionally, loss of life of those who have wives and children or other relations dependent upon them for support, and may require that these human losses shall be charged against the industry, either directly, as is done in the case of the act sustained in *New York Central R.R. Co. v. White*, *supra*, or by publicly administering the compensation and distributing the cost among the industries affected by means of a reasonable system of occupation taxes. The act cannot be deemed oppressive to any class of occupation, provided the scale of compensation is reasonable, unless the loss of human life and limb is found in experience to be so great that if charged to the industry it leaves no sufficient margin for reasonable profits. But certainly, if any industry involves so great a human wastage as to leave no fair profit beyond it, the State is at liberty, in the interest of the safety and welfare of its people, to prohibit such an industry altogether.

It is to be noted that in sustaining this statute the court emphasizes the fact that it is applicable only to persons engaged in "industrial occupations that frequently and inevitably produce personal injuries and disability"; or, in other words, to extra hazardous occupations. This emphasis strongly suggests that if this statute had applied to all occupations without reference to the hazard involved, it would have been declared invalid by the court.

These decisions of the Supreme Court of the United States make it plain that a workmen's compensation act enacted in this Commonwealth, applicable only to extra hazardous employments and compulsory as to all employers and employees engaged in such industries, would not be in violation of the Constitution of the United States.

The fundamental rights guaranteed by the Declaration of Rights of the Constitution of the Commonwealth are in substance the same as those protected by the Fourteenth Amendment to the Federal Constitution. In *Commonwealth v. Strauss*, 191 Mass. 545, 550, the Supreme Judicial Court said: —

The rights relied upon under the Fourteenth Amendment to the Constitution of the United States, and under the Declaration of Rights, in the Constitution of Massachusetts, are substantially the same.

Though our court, in interpreting and applying the provisions of the Constitution of the Commonwealth to such a statute, is the final authority and not bound by the decisions of the Supreme Court of the United States, yet in view of the high authority of that court and its clear reasoning in these cases it seems highly probable that our Supreme Judicial Court would arrive at the conclusion that such a statute is not inconsistent with our Declaration of Rights.

The enactment of such compulsory law would, however, raise one serious question not involved in the decisions referred to, namely, would a compulsory law, administered, like the present law, by a state board which determines all questions of fact, be a violation of the right to a trial by jury guaranteed by the Constitution of the Commonwealth. Article XV of the Declaration of Rights is as follows:

In all controversies concerning property, and in all suits between two or more persons, except in cases in which it has heretofore been otherwise used and practised, the parties have a right to a trial by jury; and this method of procedure shall be held sacred, unless, in causes arising on the high seas, and such as relate to mariners' wages, the legislature shall hereafter find it necessary to alter it.

It would seem that in the light of these decisions a controversy as to the extent of the injury of an employee and the amount of compensation which he is entitled to receive therefor under such an act is not a controversy concerning property, within the meaning of this provision; nor, in my opinion, is a proceeding before an industrial accident board for the arbitration of disputed questions of fact arising between an employee and an insurance company on a claim for compensation under a compulsory compensation act applicable to hazardous businesses a suit between two or more persons within the meaning of this provision. Neither the committee of arbitration provided for by the act nor the Industrial Accident Board is a court in the strict sense of the word, nor are their members judicial officers within the meaning of the Constitution. *Pigeon's Case*, 216 Mass. 51, 56. The proceedings before these bodies are hearings before administrative boards authorized to make determinations of fact in the administration of the act rather than trials of suits between two or more persons.

In my opinion, however, this matter need not be put on any narrow ground. In my judgment, it being held, as has been done by the Supreme Court of the United States, that actions of law between employers and employees in hazardous occupations may be abolished and a reasonable system of compensation administered by a public board substituted therefor, it would seem to follow that where such system has been established the constitutional right to a trial by jury of questions of fact relating to such matters no longer exists. Rights of action within the scope of the system have been abolished, and, therefore, there can be no suit between parties to be determined by a jury. As the court said in *Mountain Timber Co. v. Washington*, at p. 235, —

As between employee and employer the act abolishes all right of recovery in ordinary cases and therefore leaves nothing to be tried by jury.

This was also the view expressed by the Supreme Court of the State of Washington in sustaining the same law. *State v. Mountain Timber Co.*, 75 Washington, 581.

A fundamental feature of all workmen's compensation laws is that so far as possible they shall work automatically, the amount of compensation being readily ascertainable when the extent of the injury is known. It is essential to the proper administration of these laws that, except so far as questions of law arise, they should be executed without the intervention of the courts. To sustain as reasonable the scheme substituted for the common law liability of the employer and to deny the validity of a fundamental feature of its method of administration can be regarded only as an absurd result. In my opinion a properly limited compulsory workmen's compensation law would not be inconsistent with the provisions of our Constitution guaranteeing a trial by jury.

Accordingly, I reach the conclusion that a compulsory workmen's compensation law similar either to that in force in New York or in Washington would be valid if enacted in this Commonwealth.

The proposed legislation referred to in the order of the House does not, in my opinion, make the existing workmen's compensation law of this Commonwealth a compulsory law such as those I have described. House Bill No. 973, or any similar measure, if enacted into law, would apply its compulsory provisions only to employers. It would still leave to employees their right under the existing compensation act to elect their common law rights under the methods provided by the existing act, and thus to subject their employers to actions at law for damages in proper cases. Employers, on the other hand, would be required by such enactment to obtain insurance under the compensation act, and thus each employer would be required to bear his share of the burdens of all industrial accidents in his industry, whether caused to his employees or not, and at the same time be required to run the risk of suits by any of his employees who choose to claim their common law rights. The only remedy of the employer would be to refuse to hire or to discharge any person who claimed such rights. It seems to me that to make the law compulsory as to the employer and elective as to the employee is an arbitrary discrimination and not a reasonable application of the police power. It does not appear to find justification in any industrial condition that has been called to my attention.

Furthermore, our present compensation act applies to all employees except domestic servants and farm laborers. If the proposed compulsory insurance provisions were added to it every person in the Commonwealth having one or more employees other than domestic servants or farm laborers would be required to secure insurance under the act. This compulsory feature would apply to all employments whether to any

appreciable extent hazardous or not. The small merchant with one clerk, the business or professional man with but one stenographer, or with only an office boy, and every other business man in the Commonwealth, no matter how trivial were the risks run by his employees in the course of their employment, would be required to insure under the act. I know of no conditions which warrant any such compulsion. The decisions of the Supreme Court of the United States to which I have referred are largely based upon the fact that the laws there under consideration are confined in their operation to industries reasonably classified as extra hazardous. In my opinion a compulsory law applicable to all employees except domestic servants and farm laborers would be held to be unconstitutional as an unreasonable exercise of the police power.

The proposed bill is extremely broad in its terms, and appears to apply even to persons and corporations engaged in interstate commerce. Very recent decisions of the Supreme Court of the United States indicate that if given such a broad application the statute would be to that extent in violation of the Federal Constitution. If legislation of this sort is to be enacted, it should be expressly made inapplicable to persons engaged in interstate commerce.

If a valid compulsory workmen's compensation law is enacted, I can see no reason why an employer who fails to comply with its provisions may not be subjected to the penalty of an injunction restraining him from further conducting his business until he has so complied, in the general manner provided by the second section of this bill.

I feel under an obligation to reply to the order of the House of Representatives before the prorogation of the General Court, which I understand is likely to occur to-day. I regret that the shortness of time prevents a more mature consideration of a subject of such importance. Further reflection might modify some of the views I have herein expressed.

Yours very truly,

HENRY C. ATTWILL,
Attorney-General.

IV.

RECOMMENDATIONS CONCERNING LABOR IN THE INAUGURAL ADDRESS OF THE GOVERNOR, 1917.

SOCIAL INSURANCE AND OLD AGE PENSIONS.

I ask you to consider carefully certain forms of social insurance. I understand the term to mean in substance the insurance of society against its diseases, and that society should take wholly or in part upon itself the work of defending against certain well-defined evils which result from our modern system of production, the chief burdens of which have heretofore been left upon deserving people who are least able to bear them. Industrial accident insurance was established in Germany in 1884, and in Austria three years later, and afterward in all the other great countries of Europe from time to time until 1911. And yet it was not until the last-named year that it was established in America. This circumstance shows strikingly our deliberation in taking steps to adopt a form of social insurance which was inevitable under modern conditions. Under the old system the workingman was compelled to stand almost all the risks of his employment. He was even compelled to bear the burden of his injury when it resulted from the negligence of a fellow workman in whose employment he had no voice. Nothing could be more just than that ordinary accidents occurring in the conduct of a great industry should be reckoned as one of the costs of doing the business. Massachusetts has given recognition, tardy though it be, to the necessity of that kind of insurance.

In the other fields of social insurance we have done little or nothing. The sickness of workmen, with the consequent expense of medical treatment and loss of pay, is responsible for more than six times the amount of dependency caused by industrial accidents. Without health insurance the burden of sickness falls wholly upon the workingman and his family. In order to make the loss as light as possible in the first instance, he is likely to do the thing which will make it heaviest in the end. He is apt to keep about his work after he has become ill, and even when compelled to stop he will often delay calling a physician. He will return to work sometimes before he is able to do so, and drag through his task to the permanent injury of his health. For the present wage, and to avoid the immediate expense, his health and strength, which are his capital, are impaired or squandered, and without them he cannot continue to work. Sometimes his loss of pay and the expense leave him heavily in debt, which is a source of worry so long as it remains, if indeed he ever emerges from it. Statistics show that the health of workmen and their families as a group is poorly looked after. With proper medical supervision their condition would be very greatly improved. Germany has had a system of compulsory health insurance for many years, and during that time the increase in longevity has been at twice as high a percentage as in the other great countries where the system did not exist. It is not to be doubted that the condition of the health of the people of that Empire has been an important factor in the present war.

I am strongly of the opinion that there is no form of social insurance that is more humane, sounder in principle, and that would confer a greater benefit upon large groups of our population and upon the Commonwealth as a whole than health insurance. System and the wholesale scale on which the enterprise would be conducted would result in procuring medical care and attendance and the benefits of preventive medicine at far less cost and with far more effect than if the workingman were acting for himself alone. It may fairly be said to involve a mobilization of the physicians of the Commonwealth for concerted effort in the most systematic and comprehensive work we have ever undertaken for the general health. I recommend that you establish a compulsory system with a reasonable benefit during the period of sickness, and that the system be made to include members of the family, as is done in many of the German funds.

Another kind of social insurance that is pressing is aimed at the dependency of old age and is designed to make honorable provision for men and women who have wrought well during their lives and have grown old in the service. An effective way to guard against dependency in old age might seem to be through some common form of insurance, but voluntary systems have received only slight support and have done little to solve the problem. If very many take no thought of the morrow, very few will think of making provision for themselves if their lives should be prolonged into a new generation. Young men are not apt to provide for so remote an event as their old age. The present necessity outweighs the far distant contingency which may never happen. The real pangs of hunger will not put off being satisfied in order to provide for what may prove to be a hunger suffered in the imagination, and which cannot become real for a generation, if indeed it shall ever exist at all. It has been estimated that one payment of one hundred dollars at the age of twenty will provide one with an annuity of that amount payable for every year that he shall live after sixty-five, even if he should live to a hundred years. But who ever thinks to make such a payment? At present the only provision made in Massachusetts for the support of old people who are dependent is found in the provision of our poor laws for the support of paupers by cities and towns, with the primary duty upon the family, which may be enforced by a criminal penalty. The duty is upon us earnestly to consider whether, when one has exhausted himself in a life of honest toil, he does not deserve better of the Commonwealth than to be rated as a pauper. Here as in nearly all other forms of social insurance Germany has led the way and established a compulsory system contributed to by the insured, the employer and the State. A noncontributory system known as the old-age pension has been adopted by some of the colonies of Great Britain and also by the mother country.

Numerous objections have been urged against the old-age pension. It is claimed that whatever it may be called it is a form of outdoor poor relief. While it may be true that the recipients of the pension are in many cases kept out of poor houses, the pension is granted in recognition of long and meritorious service to society, and a recognition of that service approaches in honor the recognition of service in war.

It is also urged that it discourages the formation of habits of thrift and lessens the incentive to put by something for a rainy day. Surely, thrift is a great virtue and one that we in America especially need to cultivate. It lies at the foundation of the character of men and the greatness of States. With our profusion of resources, wastefulness and extravagance are far too often shown among us. To remove the natural spur to human activity, which leads men to fight their own battles and open new fields of

endeavor, and which is largely responsible for the forward movement of the world and the production of what we call civilization, would be in the highest degree immoral. But the old-age pension does not invite men to lay aside their ambitions and to rest upon the State. The amount of the pension granted by other governments is at the most very meagre. The largest grant made by the government of any great country is in Great Britain, and there the maximum amount is sixty-five dollars annually. There are few who would be tempted to throw aside their ambition to achieve a competency, lured by the narrow proportions of the old-age pension. And, further, the members of the groups to which it would practically be applicable work for wages which would not permit of saving upon any sufficient scale, and with little to save they would have little to squander.

Another objection put forward is that the old-age pension would weaken the sense of obligation which children are under to support their aged parents, and would tend to impair family solidarity. I am far from approving the attitude taken by some of the gentlemen writing in favor of the old-age pension, who make light of the filial sentiment, who treat it as antiquated and atavistic, and as if the social view it represents were altogether too old fashioned to be considered if it seemed to stand in the way of the argument in favor of a reform which they are urging.

I think the most of us would agree that when a father and mother have, with much privation and sacrifice, brought up and educated a family of children, it would be a reflection upon our human nature to say that a most serious obligation did not exist on the part of the grown-up children to care for their parents in their declining years. The family relation reaches into the past as well as the future, and the care with which a mother has watched over her child and has nursed him through his sicknesses will be requited by the child when he reaches man's estate, and it will be his proudest desire to care for her tenderly in her old age and not selfishly abandon her to the care of the State. Children who would fail to recognize such an obligation would prove that they were not worth the bringing up, and for States to act upon the principle of its nonexistence would show a decay in the moral fibre of the race. The word of nature as spoken in literature and history will need to be reversed when the "thankless child" can be regarded with toleration. The laws of Massachusetts proceed on a different theory, and recognize the duty of children who are able to do so to support their dependent parents.

But with regard to the old-age pension, very many of the recipients of it have no children at all. The children of many others are not upon a self-supporting basis. One of the advantages of the pension would be that it would enable the parents in many cases to live with their children and keep families unbroken. Thus family solidarity would not be impaired but preserved; and in cases where the pensioner had no children, the amount of his pension, added to the resources of a relative or neighbor, would help support the expense of a household, and enable him, without a sacrifice of his independence, to have the advantage of a home.

It is probably true that the span of human life is lengthening. The period of efficiency in the intellectual pursuits is certainly not becoming shorter. In the learned professions, in literature and art, in statesmanship, and even in the higher command of armies, men continue to reveal, as they have revealed for centuries, the most brilliant genius even to a great age. The opposite is true with regard to those fields of labor where modern methods speed up the human machine and compel it to run under a great strain. The languid life of the ancient shoemaker at his bench, fashioning a

shoe as if it were a work of art, as it often was, would lead to reflection and philosophy, and his occupation could be followed in his old age and would sustain him and make him happier than he could be in a life of idleness. The same was true of agriculture.

But the introduction of machinery wrought a revolution. Great industries of our time are carried on by machinery operated at high speed, and in some of them people are not able much beyond their prime to maintain the pace. It does not necessarily mean that they are worn out, but they cannot keep up with the demands of the modern methods of production, and thus they are thrown out of their accustomed work at a period of life and under circumstances when it is difficult, if not impossible, for them to acquire efficiency in a new calling. If they have not made provision before that time arrives they are likely to become dependent. Strictly a wage should be paid during the period in which one is ordinarily able to work in such employments which would support him for his whole life. Thirty years of labor with the fast flying machinery of our manufacturing establishments will enable the workingman to produce more than with the appliances just before our era he could have produced in many centuries. It is not economically just to credit to machinery the whole saving in production and leave the man a derelict at the end of his working time. There should be charged against it the damage done him as a producing agency as an element in the cost of production. If that element were not to be fairly represented in wages or in some other way we should have a deformed industrial system, which would absorb the vital forces of millions of men and then heartlessly cast them off with no hope of living out their days except through the charity of their fellow men. It would be just to assess against production the cost of providing for the care of the worker during the period after his invalidity should come. Either that or the wage should be adjusted so that in ordinary cases it would enable the worker to make provision for himself. So long as industry shall forge ahead with such speed and strain there will inevitably arise, before the coming of a uniform pensionable time, many cases of invalidity, some at a later and some at an earlier age. This invalidity must be distinguished from that which results from ordinary sickness or accident, and it means that the worker is worn out or rendered incapable of further production of the kind in which he has been engaged. This condition would seem to demand some form of insurance which would probably need to be compulsory in order to be effective. For what is classified generally as industrial insurance, premiums were paid in Massachusetts in 1915 to the amount of \$12,251,000, while the losses paid were only \$4,094,000, or about \$3 in premiums to each dollar of loss. An insurance made up of small policies, with the attendant expense of soliciting it and of making collections usually weekly or monthly in small sums, is "loaded" with an enormous charge for administration. This charge could be very largely done away with under a system of compulsory State insurance, and any profits of the business would be entirely saved to the insured.

The two common types of old-age insurance are well represented, the one by Germany, the other by Great Britain and her colonies. Germany has a contributory system. It seems to have worked well, and the law creating the annuity makes provision also for the needed funds without throwing a heavy burden upon the State. The scheme in its origin makes effective provision for its own financial demands. Great Britain has a noncontributory system, and without contribution pays to people over seventy years old graded annuities, of which the maximum is \$65 per year. Although the pension is not large, the aggregate charge upon the treasury is great, and

it has increased very much from the time of its inauguration. New Zealand pays a maximum pension twice as large, but it is to be noted that the State as an institution is greatly exploited in New Zealand. In the pursuit of its policies that country has piled up a public debt which on the basis of population would correspond with a debt of nearly two thousand millions of dollars in Massachusetts. Obviously we cannot safely follow such a light.

The issues comprehended under the term social insurance have arrived. I believe they should be met without delay. I feel sure, however, that we should proceed with moderation in order to proceed with safety. I am of opinion that an annuity should be paid by the State and its subordinate governments without contribution, to its deserving citizens seventy or more years of age who do not have children able to support them nor an income of more than \$200 a year, and who have been residents of the Commonwealth at least ten years.

I believe the old-age annuity should not much exceed the maximum pension paid in Great Britain. It is a new field in America and can much more easily be broadened if experience shall show that it is wise to do so than narrowed if a false step shall have been taken. It is better to proceed cautiously and in the light of the experience of the great nations, than to follow in the venturesome footsteps of countries that move too easily and may therefore move too far.

HOURS OF LABOR OF TOUR-WORKERS.

I renew the recommendation which I made a year ago in favor of reasonable limitation upon the hours of labor in industries continuously operated for twenty-four hours and where the service alternates between day and night. That recommendation was embodied at the last session in the so-called tour-workers' bill, and I recommend that it may receive favorable action at your hands.

EXTENSION OF THE CIVIL SERVICE.

One year ago I recommended that the civil service laws of the Commonwealth be put abreast of the best standards of the time. The functions of the Civil Service Commission were materially extended, but many positions in the State, and in the counties and municipalities, similar to positions already under civil service laws, still remain to be brought under them, and I recommend a wise extension of their scope by you.

V.

TABLE SHOWING DISPOSITION OF STATUTES CITED IN THIS BULLETIN.

NOTE. — References to chapters and sections refer to the statutes. Paragraph numbers refer to the paragraphs in this bulletin. In the column headed "chapter" the chapter numbers have not been repeated. Where a dash appears in the column headed "section" it indicates that reference is made to the entire act.

Revised Laws.			1907.			1910.		
CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.
8	5 (cl. 9)	1362	458	1	707B	268	1	1158
19	1	2	561	10	756	414	1	1335
	5	10	576	71 (¶ 1)	783B		2	1336
20	26	1219B					3	1337
44	1	378				445	—	{ 972
	2	379		1908.				{ 973
	4	384	589	4, 6	707I	554	1	987A
65	3	990A	590	38	959A	605	3	1067
	13	984	601	—	707A	608	—	2
	14	985				619	—	1—
		986						
	15	{ 987		1909.			1911.	
		988						
	19	{ 989	514	17	408	37	—	1066
		990			{ 1172	129	—	1391A
	20	991		21	{ 1225	136	—	1362
	22	992		37	1193	251	3	675A
	23	994		48	{ 462	413	2	733
	24	995			{ 463	471	3	871
	25	996		57	410		9 (cl. 2)	879A
	26	997		59	417	494	1	1193
	27	998		61	415		4	1196
	29	1000		66	418	532	1	696
102	29	987A		68	478		5	701
165	80	1172A		78	342		6	702
166	88	1172B		89	329	562	7	279
225	65	1350		90	330	607	1	128
	96	1312			{ 197	624	1	1113
				104	{ 495	628	5	827
	1902.			112	497		12	825
308	—	10		113	499	634	1 (¶ 1)	714A
				121	512A		6	714
	1904.			124	514	649	1	936B
242	1	1391A		128	{ 577	656	1	1017
					{ 1286	727	7	856
	1905.		534	1	1070	751 Pt. II	4	591
240	1	1312		8	1067	Pt. II	5	592
				10	1065	Pt. II	8	599
	1906.			12	1066	Pt. II	9	594
				29	1069	Pt. III	3	38
463 Pt. II	168	1271				Pt. III	5	610
Pt. III	95	1239				Pt. III	7	613

¹ See note 1 at foot of p. 49.

1911 — Con.			1912 — Con.			1915 (General Acts) — Con.		
CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.
751	Pt. III 8	619	807	7	693	60	-	1219A
	Pt. III 10	615	813	8	25	62	-	959A
	Pt. III 11	616	817	1	714A			115A
	Pt. III 12	617		3	714	65	1	571A
	Pt. III 13	621	831	9	474	69	-	330
	Pt. III 14	625	832	1	707C	70	-	415
	Pt. IV 1	638		5	707D	74	-	25
				6	707E	75	-	497
				7	707F	76	-	1098
			833	1	1239	78	-	384
						81	1	378
							2	379
								707B
								1214A
								1214B
								1214C
								1092A
								972
								329
								342
								786
								790A
								790B
								789
								38
								128
								615A
								1352A
								1172A
								1172B
								1391A
								1390A
								783A
								1063A
								1361
								1361A
								672A
								672B
								672C
								577
								1286
								675A
								679A
								679B
								1177A
								921A
								921B
								921C
								921D
								921E
								921F
								921G
								921H
								921I

¹ See note 2 at foot of p. 49.

1915 (General Acts) — Con.			1915 (General Acts) — Con.			1915 (General Acts) — Con.		
CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.
189	10	921J	259	8	1007A	292	5	517D
	11	921K		9	1014		6	521
197	1	707D		10	{ 279		7	522
	2	707E		11	{ 1013		8	{ 523
	3	702		12	1016		9	{ 525
198	1	696		13	1015		10	545B
	2	701			1—		11	542
	3	707F	260	1	1323A		12	545
207	1	1335		2	1340A		13	546
	2	1336	266	1	935		14	* 550A
	3	1337	268	1	792			517E
211	—	1017		2	794	294	1	885A
214	—	499A		3	796		2	885B
		{ 197		4	795		3	885C
216	—	{ 495		5	793		4	885D
219	1	499B		6	797		5	885E
	2	499C		7	798		6	885F
220	—	236A		8	798A		7	885G
225	1	921L		9	804		8	885H
	2	921M		10	805	295	1	1172A
	3	921N		11	806		2	1172B
	4	921O		12, 13	799	296	1	1085A
	5	921P		14	800		2	1085B
	6	921Q		15	801		3	1085C
	7	921R		16	803		4	1085D
234	1	714A		17	802		5	1085E
	2	714			{ 808		6	1085F
236	1	590A		18	{ 810		7	1085G
244	1-3	683A		19	814		8	1085H
251	—	1113		20	819		9	1085I
253	1	{ 989		21	817		10	1085J
		{ 990		22	818		11	1085K
	2	991		23	821			
	3	992		24	{ 815	1915 (Special Acts).		
	4	994			{ 816	63	1	733
	5	995		25	820	116	1, 2	1120A
	6	996		26	* 822	127	—	196D
	7	1000	275	—	38	147	1	935A
	8	1000A	277	—	1239		2	935B
259	1	1001	287	—	675	189	—	183A
	2	1002		1	647A	270	1	694
	3	1003		2	647B	284	—	196F
	4	{ 1004	288	1	1216A	304	1, 2	707I
		{ 1008	292	1	517A	314	—	638
		{ 1005		2	{ 517B		2	663
	5	{ 1009			{ 524	1915 (Resolves).		
		{ 1010		3	517C			
		{ 1006			{ 526—	2	—	196C
	6	{ 1011		4	{ 528,	15	—	20A
		{ 1012			{ 529A	23	—	196E
	7	1007			{ 530	40	—	934A

* Acts, 1915, c. 259, § 13 repealed R. L., c. 102, §§ 78-86 and all acts and amendments thereof and in addition thereto. (See paragraphs 1001-1014 and 1016).

* Acts, 1909, c. 419 and Acts, 1914, c. 437 were repealed by Gen. Acts, 1915, c. 268, § 26. (See paragraphs 792-822).

* Acts, 1915, c. 292, § 13 repealed R. L., c. 197, §§ 1-14 and 25-31. (See paragraphs 517A, 518-520, 522-523, 536, 531, 542-546, 549 and 550.)

1915 (Resolves).—Con.			1916 (General Acts).—Con.			1916 (Special Acts).—Con.		
CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.
60	—	1323B	229	—	497	296	2	1134
98	—	196G	238	1	707F	313	—	1102B
129	—	1396A	240	1	1193	350	1, 2	1102C
132	—	1137A		2	1196	351	1, 2	1102D
137	—	{ 1193A		3	1196A	360	1, 2	1102E
		{ 1216B	242	1	984	364	1, 2	1102F
				2	985	365	1, 2	1102G
1916 (General Acts).				3	{ 986,	1916 (Resolves).		
12	—	783B		4	987	74	—	29A
14	—	499		5	437	92	—	58A
21	1-3	672D		6	449	94	—	1158A
29	—	—		7	{ 989,	95	—	888A
48	—	{ 986		8	990	106	—	926B
		{ 987		9	991	108	—	1356A
54	1-4	707G		10	994	117	—	926A
56	1, 2	1114A		11	995	118	—	1179A
	3-6	744C		12	996	139	—	744A
60	1, 2	707F			997	152	—	707H
65	1	236B	254	1	998	157	—	1411
66	—	417	255	1	1181B	164	—	1412
72	1	619	257	1	1181C			
75	—	744B		2	707C			
76	1	1312		—	707E	1917 (General Acts).		
82	1	390	258	—	1217	16	1, 2	1219C
88	—	718	267	1	1181A	41	—	1271
89	—	973	273	—	707A	50	—	936B
90	1, 2	591	278	1	1182A	61	1, 2	879A
95	1	408	293	1-3	1070B	61	1	311A
	2	410	297	1	2	72	1, 2	183B
	3	418		2	11A	84	—	1132A
104	1	1362		3	11B	86	—	—
	2	1362A		4	11D	94	—	—
		{ 736D		5	11E	107	—	826A
113	1	1113A		6	11C	108	—	827
115	1-3	311A	303	1	100	110	—	478
119	1	1144A	306	1	517B	128	—	826B
120	6	1000		2	517C	129	—	1361A
126	—	1182E		3	{ 529A,	130	—	987A
140	—	1069			530	132	1	672E
143	1	972		4	521	156	1	{ 214
163	1, 2	517		5	542		2	{ 215
164	1	697	307	1	593	176	1, 2	233A
183	1	1350	308	1	15A	191	—	904A
200	—	—				194	—	—
	2	638A	1916 (Special Acts).			194	—	523A
208	1	512A	129	1	1211A	198	—	592
	2	514	144	1	1212A	204	1, 2	838A
	3	512		2	1212B	207	1	1370A
218	1, 2	736B	174	1-5	936A	213	—	517
220	3	1114B	257	1, 2	736A	215	1-5	870A
222	—	462	268	1-3	736C		5	871
224	—	856	273	1, 2	1102A	217	—	1158
225	1	719A	296	1	1133	233	1	707C
							2, 3	707E

¹ See note at foot of p. 36.

⁹ See note 1 at foot of p. 12.

³ See note 1 at foot of p. 105.

⁴ See note at foot of p. 87.

1917 (General Acts) — Con.			1917 (General Acts) — Con.			1917 (Special Acts) — Con.		
CHAP.	SEC.	PAB.	CHAP.	SEC.	PAB.	CHAP.	SEC.	PAB.
237	2	990A	297	8	617	271	—	1102L
247	1	912A		9	621	272	1-3	1102M
	2	913A		10	625	278	1, 2	1102N
	3	915	301	1, 2	1182B	281	—	2—
	4	915A	310	1-3	133B	288	1, 2	1102O
	5	916	321	1-3	1414	312	1, 2	1102P
	6	916A	323	1-4	1161A	327	1	707J
249	1	594	325	—	1—			
254	1, 2	1182D	342	24	29B			
258	1-5	1361B						
260	—	{ 1173	1917 (Special Acts).			1	—	682A
		{ 1225	11	—	1102H	4	—	933B
269	—	599	121	1-3	736I	6	—	682A
270	1, 2	736H	133	—	1196B	25	—	2—
272	1, 2	1181D	138	1-9	736E	28	—	926C
294	—	474	139	1-8	736F	43	—	1183C
297	1	35A	146	—	736A	59	—	940A
	2	{ 610	205	1, 2	1219D	81	—	926C
		{ 611	214	1, 2	736G	106	—	700A
	3	612	229	1	1113B	125	—	933A
	4	613	244	—	893	126	—	2—
	5	614	255	1, 2	1102I	128	—	4—
	6	615	256	1, 2	1102J	130	—	1413
	7	616	268	1, 2	1102K			

¹ See note at foot of p. 64.² See note at foot of p. 56.³ See note at foot of p. 72.⁴ See note at foot of p. 101.

VI.

INDEX TO THE LABOR LEGISLATION OF 1915, 1916, AND 1917.

NOTE. — Paragraph numbers refer to paragraphs as appearing in the first division of this bulletin (pages 9 to 114). Each enactment which is an amendment of an earlier enactment has been given the same paragraph number which the earlier enactment had in the Handbook of Labor Laws (issued as Labor Bulletin No. 104 and containing the labor legislation in effect at the close of the legislative session of 1914). Certain enactments which did not specifically amend any part of the text of the law, as published in the Handbook, but which bear, nevertheless, upon the subject matter contained therein, have been given the same paragraph numbers as those of the paragraphs in the Handbook to which they most nearly correspond, accompanied, however, by a capital letter A, B, etc., indicating that the later enactment is of a supplementary character.

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